

Integrity Print Ltd
Gender Pay Gap Report as at 5th April 2018

As an employer of more than 250 employees we are complying with the Government’s gender pay gap reporting requirements by publishing the results of six calculations that show the difference between the average (mean and median) earnings and bonus paid to men and women, the proportion of men and women receiving bonus, and the proportion of men and women in pay quartiles in our company.

The calculations have been based on the pay rates in existence as at 5th April 2018 and on bonus paid during the period 1st April 2017 to 31st March 2018. The calculations have been prepared in accordance with the methodology contained in the gender pay gap legislation. The results are as follow:

1.	Mean gender pay gap	21.3%	
2.	Median gender pay gap	16.1%	
3.	Mean bonus gender pay gap	50.0%	
4.	Median bonus gender pay gap	50.0%	
5.	Proportion receiving bonus:	Men	Women
		3.6%	2.0%
6.	Proportion in each pay quartile:	Men	Women
	Upper	93.9%	6.1%
	Upper middle	90.2%	9.8%
	Lower middle	87.8%	12.2%
	Lower	65.4%	34.6%

We provide a “salary exchange” stakeholder pension plan to employees. The above gender pay gap is calculated using post “salary exchange” pay rates to comply with the legislation. When calculated using pre “salary exchange” pay rates the mean gender pay gap increases only slightly to 21.4% indicating that both male and female employees are generally contributing a similar percentage of their pay into their pensions. The median gender pay gap reduces to 15.5%.

There are two main reasons for the mean gender pay gap and median gender pay gap:

Firstly, we are a manufacturing company and 64% of all employees work shift work. Of these employees 98% are male and are paid an additional shift allowance as compensation for working anti-social hours. For the purposes of clarity, women working shifts receive the same pay rates as their male colleagues in similar roles. When the shift allowance is excluded from the calculation the mean gender pay gap reduces significantly from 21.4% to 7.6%, the median gender pay gap

reduces from 15.5% to minus 4.2% (median pay of women is 4.2% higher than for men) and there is a more even distribution of men and women in each quartile as shown below, which reflects more closely the overall ratio of male employees (84.4%) to female employees (15.6%)

Proportion in each pay quartile:	Men	Women
Upper	82.9%	17.1%
Upper middle	81.7%	18.3%
Lower middle	93.9%	6.1%
Lower	79.0%	21.0%

Secondly, there is a lower representation of women at senior levels within our management team.

There has been an increase in the mean gender pay gap, with the shift allowance excluded, from 4.4% as at April 2017 to 7.6% as at April 2018. This has occurred as a result of establishing new trading divisions within our business where the senior managers are mainly male.

Bonus is paid to a small number of eligible managers depending on their level of responsibility and who work much longer than the basic 37.5 hour working week but who do not receive paid overtime. There is a gap which is also explained by the lower representation of women at senior levels. There has been a reduction in the mean bonus gap from 71.7% as at April 2017 to 50% as at April 2018.

There is no occupational reason for male dominance within the manufacturing environment in which our business operates but it has always proved very difficult to recruit female employees to roles involving shift work and, also, at an operational management level. Our policy is to recruit the best people irrespective of gender but when vacancies occur in these areas very few applications are received from women. In our view this is mainly due to personal choice relating to working patterns and the nature of the work. It is interesting to note that when recruiting in our sales and administration areas we do receive applications from women, and that the ratio of male and female employees in these areas is reasonably even at 56% to 44%.

I confirm that the above information is accurate.



Arthur Ayres
Finance Director
12th March 2019