



Turners (Soham) Ltd

Gender Pay Gap - 2017

The hourly gender pay gap contained in this report was calculated as at 5th April 2017 and bonus data from bonuses paid in the 12 months prior to that date.

Turners operates within the Transport & Distribution Sector, where traditionally this has been dominated by men. Within this industry sector there is currently a gender split within the sector of 80% male and 20% female.¹ Turners' split is 88% male and 11% female. This is due to Turners being predominately a transport company whereby the majority of the workforce are HGV drivers, of which only 1% are female.

Turners Gender Pay Gap

The gender pay gap is different from that of equal pay, which ensures that males and females are paid the same for carrying out the same work, or work of equal value. Due to the industry we operate within there are numerous different contracts all with a variety of terms and conditions designed to meet the needs of our different divisions, legal regulations [TUPE] and customers. Despite this, our like for like roles, such as drivers and packhouse operatives are paid and treated the same across the company.

The UK gap in average pay between men and women, for all employees, is 18.1%². Turners' results are significantly better, with a median gender pay gap is 2.4% and a mean gender pay gap is 4.6%.

Pay Quartiles

The below graphs show the gender distribution across Turners within four equal quartiles, based on hourly pay. Females represent 11% of all employees within Turners. They are less represented, by that very nature.



Bonus

Management and a high proportion of HGV drivers are eligible for productivity or performance payments and safe and efficient driving bonuses. Due to 99% of HGV drivers being male, this distorts the picture across the bonus eligible workforce.



Bonus Difference between Males and Females

The mean average male bonus pay is 68% higher than females and the median average male bonus pay is 100% higher than females.

Future

Turners are working on initiatives to address the imbalance of women in the workplace. Traditionally it is hard to recruit HGV Drivers, let alone female drivers. We have introduced flexible working practices and flexible shift patterns, a new apprenticeship scheme is in development and with our work with local schools and colleges it is our hope to redress this balance.

We confirm that the data reported is accurate and in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For and on behalf of

Turners (Soham) Ltd

Paul Day

Managing Director

¹ Office for National Statistics - Employment by Industry (Labour Force Survey) Average from April 2016 – March 2017

² Office for National Statistics