

Turners (Soham) Ltd

Gender Pay Gap – 2018



The hourly gender pay gap contained in this report was calculated as at 5th April 2018 and bonus data from bonuses paid in the 12 months prior to that date.

Turners operates within the Transport & Distribution Sector, where historically this has been dominated by men. The percentage of women employed in the transport sector in the UK makes up nearly 21% of the workforce¹. Turners' proportion of males and females are 88% and 12% respectively. It has been difficult to redress this balance within the HGV Driver demographics of our workforce, largely due to social factors such as lone working, long hours and spending nights out in the vehicle. HGV Drivers make up 60% of our workforce, of which almost 1% are female. The remaining 40% of the workforce is made up of Management and Admin, HGV Fitters and Warehouse Operatives, of which females make up 27% of the demographics.

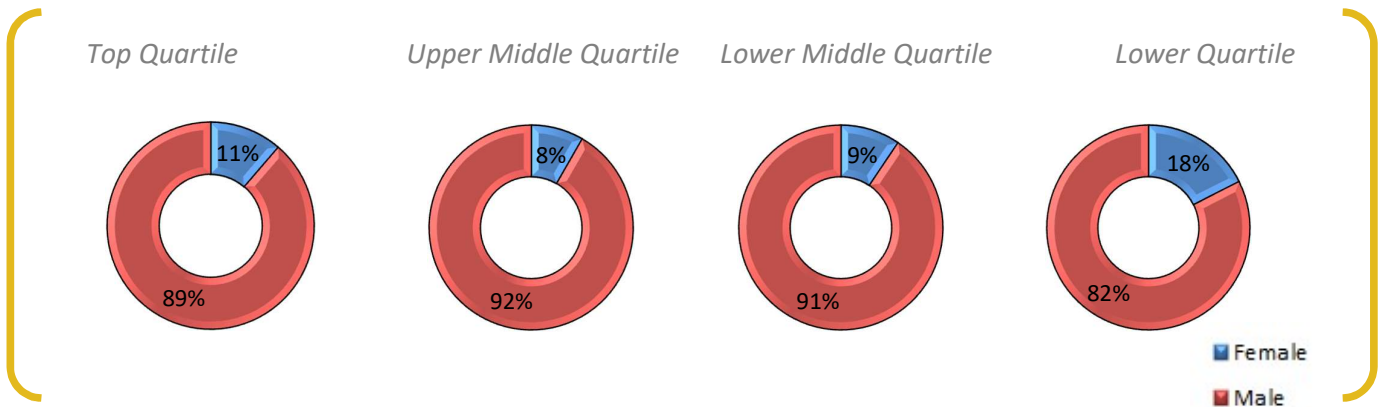
Turners Gender Pay Gap

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, Turners ensure males and females in the same employment, performing work of equal value receive equal pay.

Turners operates in both the Freight Transport by Road and Warehouse and Storage Sectors. The Freight Transport by Road Sector has a median gender pay gap of 12.4% and a mean gender pay gap of 9.9%². The Warehousing and Storage Sector has a median gender pay gap of 15.6% and a mean gender pay gap of 10.3%². Turners' gender pay gaps are better compared to the sectors it operates within, with a median gender pay gap is 5.3% and a mean gender pay gap is 7.5%.

Pay Quartiles

The below graphs show the gender distribution across Turners, in pay band quartiles.



Bonus

Management and a high proportion of HGV drivers are eligible for productivity/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 67% higher than females and the median average male bonus pay is 100% higher than females.


Future

Turners continue to work 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 and part-time working practices and flexible shift patterns, a new apprenticeship scheme is now in place 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

Signed:

Paul Day
Position: Managing Director

¹ Eurostat Labour Force Survey

² Office for National Statistics – 2018 Provisional Gender Pay Gap Report