

**Gender Pay Report 2018**

**Introduction**

At Belfield Furnishings Ltd, we are proud of our diverse workforce and are committed to ensuring that all our employees are treated equally and that everyone has the same opportunities for recognition, reward and career development.

This is the second gender pay report that Belfield Furnishings has published and although it shows that our gender pay gap has increased, this is largely due to a number of female employees not meeting the definition of a full pay relevant employee in the previous year, which resulted in them not being included in the calculation. These were predominately females within lower paid roles who in 2018 do meet the definition, which distorts the gender pay gap in 2018 compared to 2017.

The gender pay gap is the difference in the average pay and bonuses of all men and all women across an organisation. Whilst we are confident that our gender pay gap is not caused by men and women being paid differently to do the same job, we do have a gender pay gap when we compare the overall average pay and bonuses for women and men.

Like many other businesses, our gender pay gap is driven by the fact that we have a higher proportion of men than women in more senior, higher-paid roles and by the fact that traditionally our manufacturing business areas, attracted a male bias workforce. To this end, we are determined to overcome any perceived or potential barriers to female career progression and to encourage female entry into the soft furnishings industry.

We recognise our gender pay gap is not just an issue of pay, it is also one of making sure we are continually challenging ourselves to become an employer of choice, which will enable us to attract and retain excellent people and help all of our employees to develop and progress.

**Gender & Bonus Pay Gap**

Our gender pay gap figures are based on a relevant workforce of 605 employees, our employee base is 59.3% male, 40.7% female split.

As of the snap shot date (5<sup>th</sup> April 2018) the table below shows our overall mean and median gender pay gap and bonus pay gap. The percentage shown is the difference in overall mean and median pay and bonus between men and women.

<b>Mean and Median Pay and Bonus Gap</b>		
	Mean	Median
Gender Pay Gap	18.09%	14.56%
Bonus Pay Gap	67.4%	35.5%

Our gender pay gap is a result of more men filling senior positions, and manufacturing roles such as Upholsterers, Frame Assemblers, Mill Machinists etc (which represent a large proportion of our workforce) traditionally being perceived as male orientated by potential applicants.

Similarly, the bonus pay gap is also influenced by a larger number of men filling senior positions within the business and those individuals in senior management positions receiving relatively larger performance related bonuses. Between 2017 and 2018 the bonus gap has reduced by 7.1% from 74.5% to 67.4%.

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**Proportion of males and females in each pay quartile**

The table below shows the percentage of males and females in each pay quartile.

Proportion of employees in each pay quartile		
	Male	Female
Upper	76.16%	23.84%
Upper Middle	74.83%	25.17%
Lower Middle	50.66%	49.34%
Low Quartile	35.76%	64.24%

When looking at pay differentials by quartile the table above shows that there is a gender pay gap in the two top quartiles of our business. However, analysis of our data for these quartiles shows that this pay gap does not arise from males being paid more than females doing the same role or, for that matter, the same level of management being paid differently. A review of the lower two quartiles, particularly the lower, is generally reflective of our male/female composition.

**Recognising our gender gap**

We are committed to reducing our gender gap and to continue to support the development of all our colleagues into Senior Management roles. We are also continually looking to breakdown potential applicant perceptions about manufacturing roles through (amongst other things) the use of role models, through our management development programmes and apprenticeship schemes where there is an opportunity to welcome a new generation into the furnishings industry.

**2018 Actions**

During 2018 we have continued to review our gender pay gap, other key actions taken during 2018 include;

- HR Policies - we continuously review our HR policies to ensure they enable us to work towards an inclusive business, we have developed policies that promote diversity, inclusion and work-life balance for all employees.
- Recruitment – We encourage our employees to apply internally for roles across the business, allowing any employee who is looking to progress their career the chance to apply for a suitable role as they become available.
- Succession Planning - Through regular succession planning we will start to identify future leadership talent across the business, ensuring that both male and female candidates are identified. Through this process we can start to take the necessary steps to ensure our successor pipelines are diverse and high potential employees are given the support and training that they need to take the next step in their career.

**Statement**

I confirm that Belfield Furnishings Limited is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory requirements.



**Gary Lasham**  
**Chief Executive Officer**  
**April 3<sup>rd</sup> 2019**