



S.M. Bayne & Co Ltd Gender Pay Gap Report 2020

As a company we are committed to ensuring that everyone is treated equally, and in line with our core value of Respect. All employees, irrespective of gender, race, ethnicity or background, have the opportunity to develop. We are confident that our gender pay gap is not caused by men and women being paid differently to do the same job, but is determined instead by the structure of our workforce.

The data is based on 623 employees at the snapshot date 5th April 2020, of which 151 are men and 472 are women. This shows that in common with many other retail sector businesses, we employ many more women than men.

Mean and Medium Gender Pay Gap in hourly pay						
The table below shows our overall mean and median gender pay gap based on hourly rates of pay. The percentage shown is the difference in overall mean and median pay between men and women.						
	2020 Data		2019 Data		2018 Data	
Mean Gender Pay Gap in Hourly Pay	20.0%		19.5%		23.9%	
Medium Gender Pay in Hourly Pay	9.9%		9.9%		14.0%	
Mean and Medium Gender bonus Gap in hourly pay						
The table below shows our overall mean and median gender bonus gap based on hourly rates of pay. The percentage shown is the difference in overall mean and median pay between men and women.						
Mean Gender Pay Gap in Bonus	83.7%		73.0%		68.2%	
Medium Gender Pay Gap in Bonus	38.5%		20.1%		50.0%	
Proportion of men and women receiving a bonus payment						
The table below shows the % of men and women who received a bonus payment.						
Proportion of Men who received a bonus payment	7.3%		6.0%		8.7%	
Proportion of Women who received a bonus payment	19.1%		22.0%		24.2%	
Proportion of Men and Women in Each Pay Quartile						
The table shows the % of men and women in each quartile.						
	2020 Data		2019 Data		2018 Data	
	Men	Women	Men	Women	Men	Women
	%	%	%	%	%	%
Upper Quartile	49.7	50.3	40.9	59.1	46.7	53.3
Upper Middle Quartile	19.5	80.5	19.7	80.3	17.9	82.1
Lower Middle Quartile	17.4	82.6	10.2	89.8	7.4	92.6
Lower Quartile	12.8	87.2	14.5	85.5	12.1	87.9

When looking at the pay differentials by quartile, the above table once again reflects our company workforce profile and the positive aspect of the high level of female employees in the upper middle and upper quartiles.

We are committed to working towards reducing our gender pay gap, and to develop our staff. I can confirm that the information within this report is accurate.

John Bayne
Joint Managing Director