



C.D.T. Sidoli (Welshpool) Ltd

Gender Pay Report 2017



# Gender Pay Report 2017



The gender pay gap shows the difference in average pay between women and men. It is influenced by a range of factors, including the demographics of a company's workforce.

Gender pay is different from equal pay. Equal pay is about a man and a woman receiving equal pay for the same or a similar job.

Total Employees

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364

Male Employees

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55%

Female Employees

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45%

Production Employees

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268

Male Production  
Employees

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52%

Female Production  
Employees

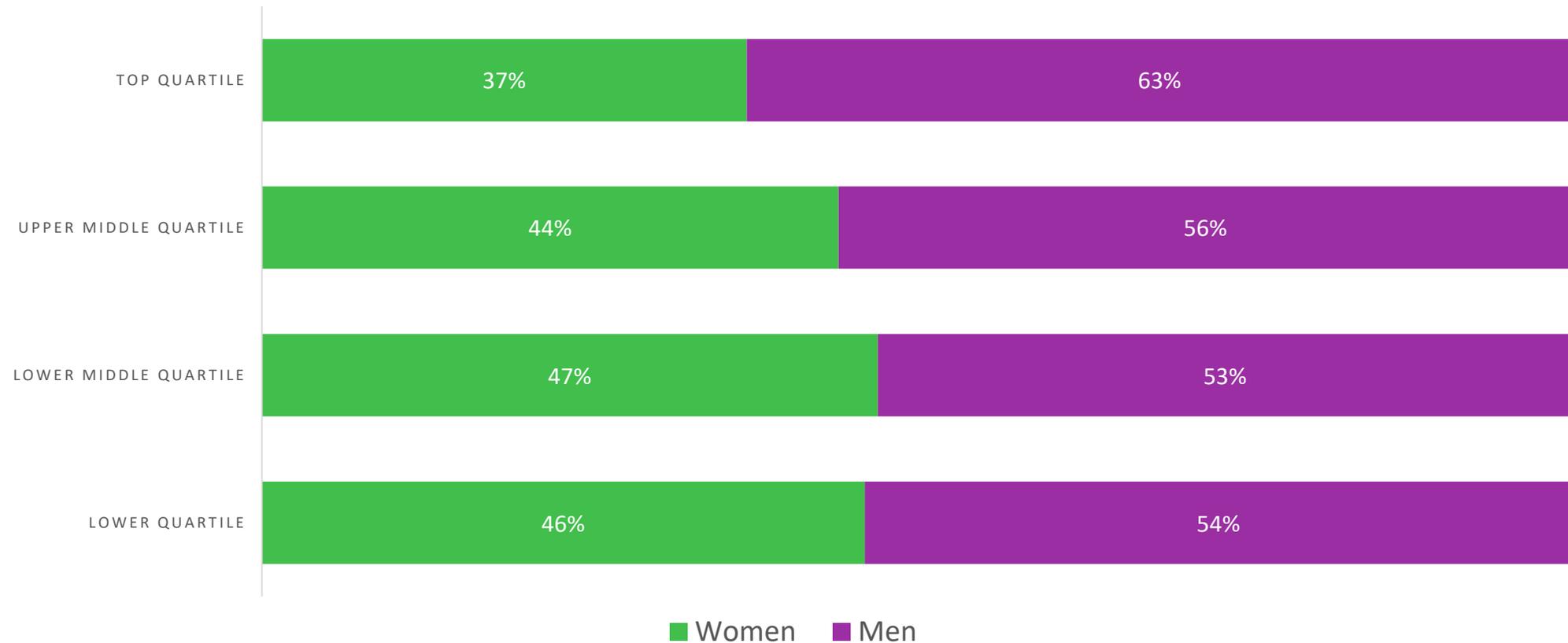
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48%

# Pay Quartiles



Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.



# Mean and median pay gaps



CDT Sidoli  
(Welshpool) Ltd

National  
Average

## Mean Gender Pay Gap

The mean hourly rate is the average hourly wage across the entire organization so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

8%

17.4%

## Median Gender Pay Gap

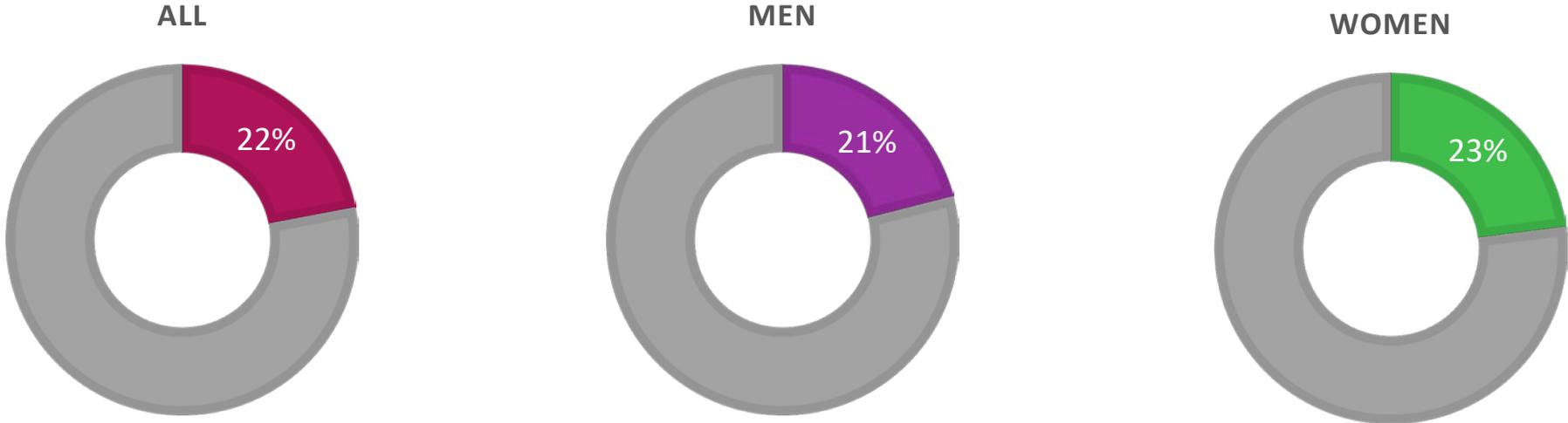
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

2%

18.4%



# Mean and median bonus gaps



Employees receiving a bonus

Mean bonus pay gap

**32%**

Median bonus pay gap

**47%**

# Our next steps



We have created a diverse and inclusive business where we consider demographics and the lifestyle choices of each and every one of our employees.

Women account for 45% of our workforce and whilst we strive to have an even split throughout all quartiles, we are proud of the progress we have made to date.

We have a range of initiatives in place to positively encourage staff development including but not limited to mentoring, professional study support, and promoting equality to further improve our position.



## *Declaration*

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

**Mr C Sidoli**  
Chairman