

# **GENDER PAY GAP**

## **REPORT SUMMARY 2023**



**Chorley Group**  
People



## WHAT IS THE GENDER PAY GAP?

This is the **difference in pay made to men and women on average across the business**. This encompasses all roles which have a range of salary bandings, and we have used the calculations as set out by the Government to establish the mean pay (average figure) and the median pay (the mid-point in the figures) for hourly rate (which includes basic pay, holiday pay and shift allowance) and bonus payments.

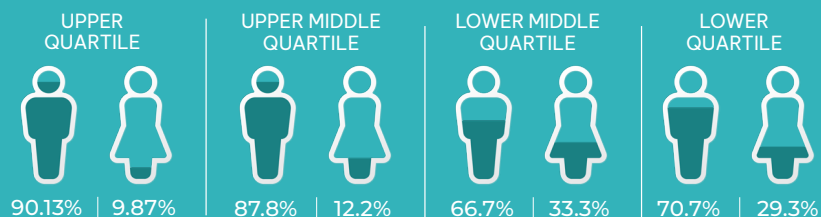
The Gender Pay Gap is different to equal pay and we are committed to ensuring that all comparative roles are paid equally.

We operate in a traditionally male-dominated field, and whilst every role is open for female recruitment there is still a heavily documented imbalance between the genders both in our own business and that of the wider industry. This does mean that there are more men being paid on higher pay scales than women which results in the average pay being higher.

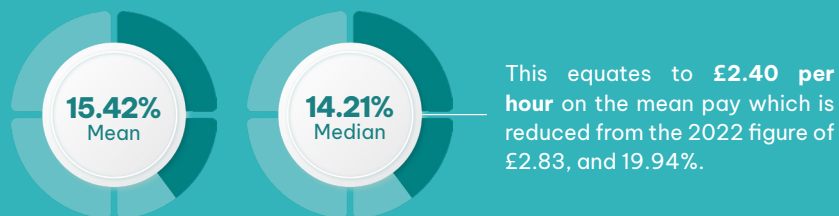
We are constantly working to attract more women into the industry to offset that difference but recognize that there is a long way to go until there is a gender balance in both numbers and pay.

## PAY QUARTILES

This shows the percentage of men and women in each of the **4 pay bands**.



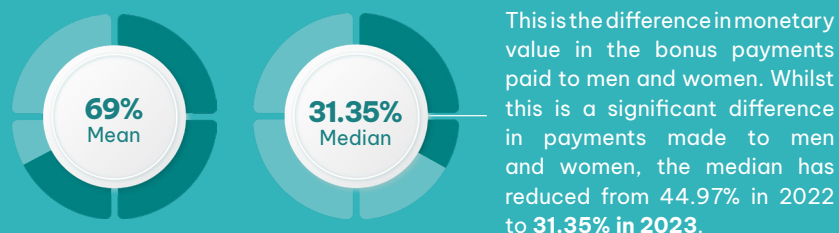
## The Gender Pay Gap for Hourly Pay



## Percentage of Men and Women receiving Bonus Payments



## The Gender Pay Gap for Bonus Pay



## ADDRESSING THE GAP

At our snapshot date in **April 2023** females made up:



Whilst there is a slight reduction in female representation as a percentage across the whole group from the 2022 snapshot date, male numbers also increased as the headcount overall increased by 8% at the April 2023 snapshot date. This was partly due to a focus on attracting technicians into the business, a predominantly male role.

We remain focused on providing opportunities with flexibility to enable people with caring responsibilities to join the company, and the number of part time positions has increased. We recognise that the traditional sales role has long working days so we have changed our opening hours to allow for more family time on evenings and weekends.

Our ethos has always been to treat people fairly and with integrity, and we recruit on this basis for every position we advertise, and we pay equally and fairly in every role.

**ADAM TURNER** Managing Director

