



Gender Pay Statement 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website. We will do this within one calendar year from April 5th 2017.

We can use these results to assess:

- the levels of gender equality in our workplace.
- the balance of male and female employees at different levels.
- how effectively talent is being maximised and rewarded.
- The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and monthly PAYE payroll records.

BEW ELECTRICAL DISTRIBUTORS

GENDER PAY GAP RESULTS 31.03.17

1	Average gender pay gap as a mean average		5.2%
2	Average gender pay gap as a median average		0.5%
3	Average bonus gender pay gap as a mean average		29.0%
4	Average bonus gender pay gap as a median average		33.3%
5	Proportion of staff eligible for bonus, received a bonus	Male – 59.2%	Female – 15.6%
6	Proportion of men and women in the four banded pay groups	Male	Female
	Upper quartile	89.6%	10.4%
	Upper middle quartile	88.2%	11.8%
	Lower middle quartile	82.1%	17.9%
	Lower quartile	92.6%	7.4%

BEW ELECTRICAL DISTRIBUTORS GENDER PAY GAP STATEMENT 2017

The electrical wholesale industry is a traditionally male dominated industry. However, the number of females employed full and part time by BEW Electrical Distributors Limited, predominantly at our Head Office, is increasing year on year as a result of the organic growth of the business as a whole.

The results published include both full and part-time relevant employees. Both the mean and median Average Gender Pay Gaps for 2017 of 5.2% and 0.5% respectively are well below the National Average of 17.4% mean and 18.4% median.

The Bonus Gender Pay Gap is larger due to the roles that female employees hold within the organisations, ie, predominantly head office support services rather than branch operational roles which are more performance based. Senior management are looking at ways to close this gap and widen the opportunity for our female employees to be eligible.

The proportion of Male/Female employees across the four quartiles shows an even spread.

This statement confirms that the published information is accurate as at the time of publishing and is signed by Neil Godfrey, Finance Director for and on behalf of BEW Electrical Distributors Ltd.

BEW ELECTRICAL DISTRIBUTORS

GENDER PAY GAP RESULTS 31.03.18

1	Average gender pay gap as a mean average		4.8%
2	Average gender pay gap as a median average		-3.5%
3	Average bonus gender pay gap as a mean average		-15.4%
4	Average bonus gender pay gap as a median average		-25.0%
5	Proportion of staff eligible for bonus, received a bonus	Male – 53.6%	Female – 16.2%
6	Proportion of men and women in the four banded pay groups	Male	Female
	Upper quartile	87.0%	13.0%
	Upper middle quartile	84.1%	15.9%
	Lower middle quartile	88.4%	11.6%
	Lower quartile	87.0%	13.0%

BEW ELECTRICAL DISTRIBUTORS GENDER PAY GAP STATEMENT 2018

The electrical wholesale industry is a traditionally male dominated industry. However, the number of females employed full and part time by BEW Electrical Distributors Limited, predominantly at our Head Office, is increasing year on year as a result of the organic growth of the business as a whole.

The results published include both full and part-time relevant employees. The mean Average Gender Pay Gap for 2018 is 4.8% which closes the gap by 0.4% on 2017 results. The median Average Gender Pay Gap for 2018 is -3.5% in favour of our female employees, a favourable swing of 4.0% on 2017 results. This is largely due to an increase in female roles within head office, including managerial roles.

This is also represented in the proportion of Male/Female employees in the upper middle and upper quartiles.

The mean and median Bonus Gender Pay Gap have also improved on 2017 results in favour of female employees, as well as the increase in % of females eligible to receive a bonus payment (+0.6%).

Senior management will continue to look at ways to attract more females to the industry and maintain its current results.

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