

Go Plant Limited

2017 Gender Pay Gap Report

As an employer with a workforce of over 250 employees on 5 April 2017, Go Plant must comply with new statutory provisions regarding gender pay gap reporting. This requires it to carry out six calculations and publish the results each year. Go Plant have calculated the relevant figures, set out below, using the mechanisms that are set out in the gender pay gap reporting legislation. These figures have been verified and checked to ensure their accuracy.

Go Plant is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or similar work, regardless of their sex (or any other characteristic set out above). Go Plant is confident that its gender pay gap does not stem from paying men and women differently for the same or similar work.

Gender Pay Gap	
Mean	Median
1.10%	1.20%

Bonus Pay Gap	
Mean	Median
67.85%	45.00%

Bonus Received	
Male	Female
19.46%	90.70%

Male	Pay Quartile	Female
94.64%	Upper	5.36%
87.50%	Upper Middle	12.50%
86.61%	Lower Middle	13.39%
92.92%	Lower	7.08%

Go Plant's gender pay gap compared with that of other organisations:

The vast majority of organisations have a gender pay gap and our gap compares favourably with that of many others, including those within our industry.

The mean gender pay gap for the whole UK economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4% and 17.7% for the Public sector. At 1.1%, Go Plant's mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that of the Public sector.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%, while in the Public sector it is 19.4%. At 1.2%, Go Plant's median gender pay gap is, therefore, again significantly lower than both that for the UK economy and that of the Public sector.

Go Plant's gender bonus gap compared with that of other organisations:

The mean and median gender bonus gaps for Go Plant are 67.85% and 45% respectively, with the proportion of men receiving a bonus in the 12 months up to 5 April 2017 at 19.46%, while for women this was 90.7%.

Our gender bonus gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Across the UK economy, men generally occupy more senior roles in engineering and transport and this is reflected at Go Plant. The gender split at the snapshot date across the Go Plant business was 90/10 (men/women). The bonus pay gap reflects the fact that women hold fewer senior roles that attract the larger bonus payments.

In addition road sweeper driver roles form 68% of the roles within the business and these make up the majority of the lower and lower middle quartiles. Traditionally more men than women work in the road sweeper driver roles and this trend continues today. This therefore feeds into the individuals who go into management and senior roles within the organisation (and across the industry generally). Go Plant continues to address this through open recruitment policies, apprenticeships and the offer of free HGV training to all successful candidates.

I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Carole Reed', with a large, sweeping flourish at the end.

Carole Reed

Finance Director

3rd April 2018