



Gender Pay Gap Report 2020

September 2021

Introduction

At Victorian Plumbing we are committed to continually evolving our business to ensure we become more inclusive in welcoming, and just as importantly retaining, a diverse workforce.

Diversity and Inclusion is a core part of our overall people and culture strategy and is now a key business priority that's supported by our Board. Diversity at Victorian Plumbing means respect for and appreciation of differences in: sex, gender identity, age, sexual orientation, disability, race and ethnic origin, religion and faith, marital status, social, educational background and ways of thinking.

We believe that inclusion is a state of being valued, respected and supported for who you are - we want people to be able to be their 'true' selves at work.

Our Gender Pay Gap reporting follows the Government's legislation covering those employees who identify as men or women. The Government's reporting guidelines do not address other gender definitions such as those who identify as non-binary which we feel is a shame and should be readdressed for future reporting.

At a glance

What is the gender pay gap and why are we reporting this?

It's a legal requirement for all employers with 250 or more employees to calculate and publish their gender pay and gender bonus gaps as they are on 31st March each year. Victorian Plumbing reached this threshold for 31 March 2020 and so this report is our first Gender pay gap report.

The gender pay gap is the measure of the difference between the average pay for all women in the Company compared to all men. It's a snapshot based on employees and it is calculated using specific and detailed rules as set out in the legislation. It's important to note that gender pay gap does not show differences in rate of pay for comparable jobs. The calculations are an average for all women and men employed by the business, regardless of job role. We are confident that there are no inequalities of pay for comparable roles within Victorian Plumbing.

What is Victorian Plumbing's gender pay gap?

All of our Group's employees are employed by Victorian Plumbing Limited which and so it is the only company within the Victorian Plumbing that has more than 250 employees. The figures set out have been calculated using the mechanisms that are set out in the gender pay gap reporting legislation.

Hourly pay gaps between men and women

	2020
Mean hourly pay gap	11.2%
Median hourly pay gap	3.7%



A **mean gap** is the calculation of the average hourly pay or bonus of a man in our company versus the average hourly pay of a woman, including all relevant additional payments and regardless of what they do. A **median gap** is the calculation of the exact mid-point between the lowest and highest paid man versus the equivalent woman.

Salary quartiles

	% Women 2020	% Men 2020
Lower quartile	43.5%	56.5%
Lower middle quartile	17.4%	82.6%
Upper middle quartile	15.2%	84.8%
Upper quartile	11.1%	88.9%



Quartiles are calculated by ranking the pay for each of our employees from lowest to highest. This list is then divided into four equal sized groups of men and women. In our table it shows the percentage of men and women in each of these groups.

Proportion of men and women receiving a bonus

	% Women 2020	% Men 2020
Percentage of men and women receiving a bonus	58.5%	76.6%

Bonus pay gaps between men and women

	2020
Mean bonus pay gap	29.1%
Median bonus pay gap	50.7%

Why does the gap exist?

This is not about inequality of pay. We are confident that men and women are paid equally across the business for comparable roles.

Our gender pay gap primarily arises from:

Under representation of women in leadership roles, particularly across product and purchasing, technology and finance.

- Under representation of women within our technology and infrastructure teams who are typically paid more than the average employee in our business.
- Although we do not believe that any level of gap is acceptable, our gender pay gap is lower than the UK average of 15.5% as detailed by the ONS. Our bonus pay gap is much higher than our hourly pay gap primarily due to mix of employees between departments and a greater proportion of males in senior positions.

Summary

I am personally very dedicated to addressing the diversity balance in our organisation, of which gender is one area.

Having a truly diverse employee base allows for a more rounded, creative and innovative organisation. The fantastic thing about Victorian Plumbing is that the whole business is passionate about driving change in the bathroom sector, and it is as a collective that we care deeply about doing the right thing.

We are looking to launch initiatives both internally and within our wider communities to educate, challenge attitudes and address issues like the gender pay gap, some of which are driven by leadership, most of which are driven by groups of employees who are passionate about the specific challenge we are trying to address. There is still a lot to be done but together I believe we can make great strides to eradicate inequalities.

I confirm the data reported is accurate.

Mark Radcliffe (CEO)