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Gender Pay Gap Report 2018

As Walsall Pressings Company Ltd employs more than 250 people we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

This is our report for the snapshot date of 5 April 2018:

Mean gender pay gap	13.28%
Median gender pay gap	6.24%
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay quartiles by gender:

Band	Males	Females
Lower quartile	64%	36%
Lower middle quartile	84%	16%
Upper middle quartile	81%	19%
Upper quartile	84%	16%

Our Statement

Our median gender pay gap fell from 8.43% in 2017 to 6.24% in 2018. The Annual Survey of Hours and Earnings (ASHE) found the UK's 2018 median pay gap to be 8.6%.

Although all quartiles at Walsall Pressings continues to be skewed towards male employees with long periods of service we have been successful in increasing the percentage of female employees in the upper quartile from 7% in 2017 to 16% in 2018. This change has contributed towards reducing our headline gender pay gap figures.

An analysis of gender pay gap by quartile illustrates the position.

Band	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Mean gender pay gap	-0.17%	1.10%	-1.41%	24.82%
Median gender pay gap	0.00%	2.06%	-2.15%	17.88%

Walsall Pressings is an equal opportunity employer. With a view to addressing the disparities shown at the upper quartile level we continue to monitor the gender composition of all staff and job applicants.

Training is provided to all staff to enable the business to implement and uphold our commitments to equality of opportunity.

Working patterns are reviewed so as to enable us to offer flexible working to staff with childcare responsibilities where possible. Where necessary special provision is made for training for staff returning to work following a break for domestic reasons.

Consideration is given to developing action programmes to promote equality of opportunity. This includes, where appropriate, a programme of positive action to encourage the development of those who are comparatively underrepresented in certain positions so that they can benefit from employment opportunities on equal terms.

All staff have a right to equality of opportunity and a duty to implement this policy. Breach of the equal opportunity policy is potentially a serious disciplinary matter. Anyone who believes that he or she may have been disadvantaged on discriminatory grounds is entitled to raise the matter through the grievance procedure.

The Company is committed to equal pay in employment and believes that male and female employees should receive equal pay for the same work, work rated as equivalent or work of equal value and subject to the provisions of levels of seniority and/or authority. To achieve this the Company will endeavour to maintain a pay system which is transparent, based on objective job assessment/evaluation criteria and free of any irrelevant bias.

I confirm that the information in this statement is accurate.



Paul Woolley

Managing Director

March 2019