Gender Pay Gap Report 2021/2022

Smiths Metal Centres

Revision: SMC/corporate/gender_paygap/04/01/2023



Page: 1 of 1

Hourly pay gap

About median and mean

Women earn £1.08p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 8.3% higher than men's.

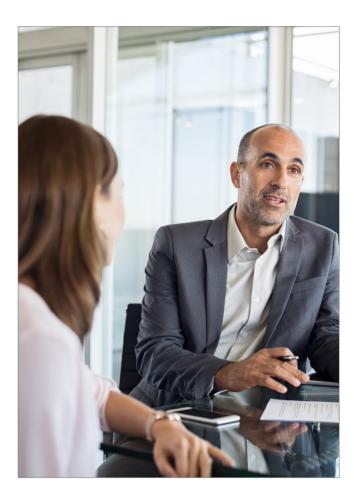
When comparing mean (average) hourly pay, women's mean hourly pay is 5.1% lower than men's.

The percentage of women in each quarter

About pay quarters

Women occupy 13.0% of the highest paid jobs and 13.0% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)	Women Men	
Upper middle hourly pay quarter	Women Men	
Lower middle hourly pay quarter	Women Men	=
Lower hourly pay quarter (lowest paid)	Women Men	



Bonus Gap

Women earn £1.17 for every £1 than men earn when comparing median bonus pay. Their median bonus pay is 16.7% higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 2.6% lower than men's.

Who received bonus pay

54.2% of women 61.2% of men

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