



Gender Pay Gap Report

2019 Report – IG Design Group UK Ltd

www.igdesigngroup.uk

An Introduction From Melanie Jenkins - HR Manager of IG Design Group UK Ltd

From 6 April 2017 employers in Great Britain with more than 250 staff are required by law to publish the following four types of figures annually on their own website and on a government website:

1. Gender pay gap (mean and median averages) as at April 2018.
2. Gender bonus gap (mean and median averages) for the 12 month period preceding 5 April 2018.
3. Proportion of men and women receiving bonuses in the 12 month period preceding 5 April 2018.
4. Proportion of men and women in each quartile of the organisation's pay structure

The following report shows IG Design Group UK Ltd gender pay gap using payroll detail from April 2018.

IG Design Group UK Ltd employs 288 males and 195 females.

The Company is an equal opportunities employer.

Males and females in equivalent roles are paid equivalent rates.

The report does however show a gender pay gap but the commentary explains the gaps.

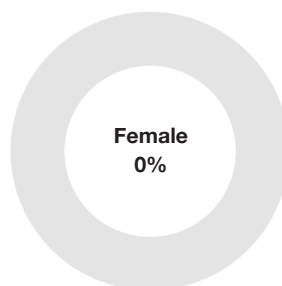
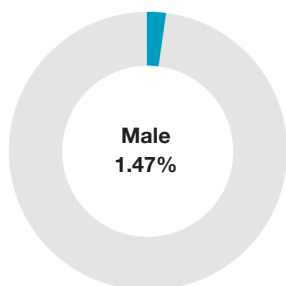
The Company is committed to reducing our gender pay gap.

Melanie Jenkins,
HR Manager – IG Design Group UK Ltd

Gender Pay Figures For IG Design Group UK Ltd

The figures below are derived from the payroll of April 2018 and the bonuses paid in the year up to the 5th April.

	Median	Mean
Gender Pay Gap	15.02%	20.78%
Gender Bonus Pay Gap	100%	100%



The proportion of male and females receiving a bonus payment.

Proportion of females and males in each quartile band

Quartile	Female	Male
Upper	33.9%	66.1%
Upper Middle	30.6%	69.4%
Lower Middle	47.9%	52.1%
Lower	49.2%	50.8%

'The Gap' Explained

Given the fact that a large part of our operation is manufacturing we have a relatively balanced workforce which is made up of 60% male and 40% female.

Our gender pay gap variations are influenced by a larger number of men in senior positions and proportionately more women employed in the design office functions.

The Senior Management Team (SMT) was made up of 10 males at the time of calculation and the leadership team is made up of 14 Males and 7 females.

The mean Gender pay gap reduces to 11% if the SMT figures are excluded

At the time of calculation the bonus figures are also driven by the situation of less females in the SMT Team, in addition to this payment of bonus was not achieved for the leadership team which would have significantly closed the bonus gender pay gap.

What are we doing to reduce the pay gap?

Since April 2018 the male members of the SMT team (of which there were 10) has reduced through organic attrition to 8 and we have promoted a female member of staff into the SMT team. In addition to this we have also increased the female proportion of the UK Leadership team to 33%.

Our commitment last year was to reduce the GPG in the upper and middle quartiles, we have achieved this and increased from 27.5% to 30.6% through internal promotions. This trend has continued in a number of areas of the business and are aligned with our succession plans. We will proactively review our internal talent and create development plans that present opportunities for promotion for all areas of the business irrespective of gender.

We will ensure that our flexible working policies are regularly reviewed to ensure equal support is available to men and women.

The business remains committed to reducing the GPG in the Upper and Upper Middle quartiles particularly.

Declaration

We confirm that our data is accurate and has been calculated according to the requirements of the equality act 2010 (Gender Pay Gap Information) Regulations 2017.



Lance Burn
Managing Director
IG Design Group UK Ltd



Melanie Jenkins
HR Manager
IG Design Group UK Ltd

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