



# Gender Pay Gap Report

2022 Report – IG Design Group UK Ltd

[www.igdesigngroup.uk](http://www.igdesigngroup.uk)

# An Introduction from Melanie Jenkins - HR Director 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:

- Gender pay gap (mean and median averages) as at April 2022 – these are based on an hourly rate of pay at 5th April 2021.
- Gender bonus gap (mean and median averages) – this considers bonus pay received in the 12 months leading up to the 5th April 2021.
- Proportion of men and women receiving bonuses in the 12 month period preceding 5 April 2021.
- 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 2020.

- IG Design Group UK Ltd employs 256 males and 157 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 gap.

At IG Design Group, we believe in job opportunities for everybody regardless of gender, we continue to challenge ourselves and are committed to reducing our gender pay gap further.

# Gender Pay Figures For IG Design Group UK Ltd

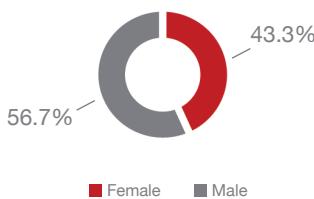
The figures below are derived from the payroll of April 2021 and the bonuses paid in the year up to the 5th April.

The gender pay gap gives a snapshot of gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of role or seniority.

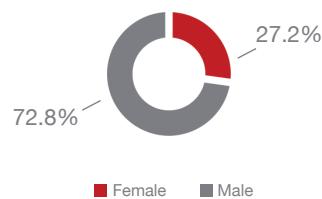
	Median	Mean
Gender Pay Gap	8.21%	6.98%
Gender Bonus Pay Gap	41.87%	36.34%

## Proportion of females and males in each quartile band

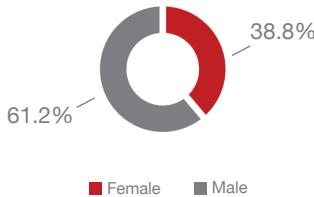
Upper Quartile



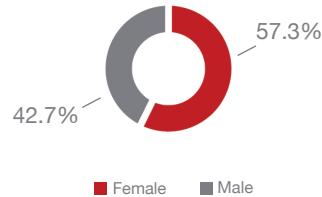
Upper Middle Quartile



Lower Middle Quartile

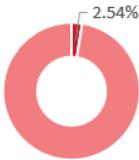


Lower Quartile



## Proportion of females and males receiving a bonus payment

Proportion of Female's  
Receiving Bonus



Proportion of Male's  
Receiving Bonus



## The 'Gap' Explained

The balance of our workforce is made up of 62% male and 38% female, which is typical of a manufacturing facility.

Our gender pay gap variations are influenced by a higher proportion of men working in production, engineering and warehouse roles, coupled with the fact that we have a higher number of men in senior positions.

The Senior Management Team (SMT) was made up of 6 males and 2 females at the time of calculation and the Leadership team is made up of 11 males and 6 females. We have made good progression in developing our internal talent and increasing the number of females in our senior team.

## Bonus Payments

During the year, no bonus payments were issued to the Senior or Leadership Teams. The bonus calculation relates to commercial targets being achieved and this is applicable to only a small number of staff. The total participants were 4 females and 1 male however due to a lower discretionary bonus being issued outside the commercial team this has distorted the figures. If this discretionary bonus had not been applied the gap would be negligible.

## What are we doing to reduce the pay gap?

Our Gender Pay Gap has progressively reduced year on year and we remain committed to narrowing the gap by ensuring equal opportunities exist for all staff, irrespective of gender.

Since April 2018, the male members of the SMT team (of which there were 10) has reduced to 6 and we have promoted 2 female members of staff into the SMT team. The female proportion of the UK Leadership Team is currently at 35% which is a slight increase on the previous year.

We have introduced a Leadership development programme for new and emerging leaders, of which 70% are female participants. This is a key strategy for us in developing our next generation of leaders from our internal talent pool and will help in reducing the GPG further. In addition to this we have introduced a coaching programme for women in senior positions to support their development and progression in the business.

Research shows that greater flexibility in the workplace enables women to progress and gives them the ability to balance home and family commitments. We also recognise the impact flexible working practises have on engagement, retention and progression. We offer flexible/part time working in areas of the business where this is possible and we have continued to evolve our flexible working and working from home policies which also helps to widen the pool for talent.

The business has been committed to reducing the GPG in the Upper and Upper Middle quartiles and have continued to make progression in these areas, particularly in the upper quartile. We will continue to develop practices to support a reduction in the GPG further during 2022.

In the 5 years we have been tracking our gender pay gap we have made steady progress towards reducing the gap but recognise there is more we can do to help facilitate this. We are committed to creating a more diverse workforce and more inclusive workplace for everyone which are key targets of our People Strategy.

## 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



**Robert Alstead**  
Interim Managing Director  
IG Design Group UK Limited



**Melanie Jenkins**  
HR Director  
IG Design Group UK Limited

**design** group