



Gender Pay Gap Report 2018

Designer Contracts



Stacey Brereton HR and HS Manager



As the UK's Largest Flooring Contractor, we are a progressive Company dedicated to being a true partner to all of our customers. We have been supplying and installing flooring for many years across the public and private sector and our commitment to excellent products, competitive prices and industry leading standards remains as strong today as it was when we started the business in 1992.

We couldn't do this without our team of dedicated and talented colleagues at all levels within our business who all share our passion for delivering an excellent level of service to our customers. We are proud of our position within the flooring industry and our staff that help us to achieve this.

We are a fair and diverse employer and I am pleased to say that our split between gender is male 55% and female 45%. We are pleased to note that our mean gender pay gap of 18% is lower than the national average of 18.4%. This is something that we are very proud of considering the industry in which we work. The gender pay gap itself demonstrates that there are fewer females in senior roles but as a female in a senior management position and as HR & HS Manager, I can confirm that we are committed to closing this gap even further where we can.

Statistics

Overall Headcount

Male 55%



Female 45%



Bonus & Pay Gap	Mean	Median	Proportion of employees receiving a bonus	Male	Female
Hourly Pay	18%	21.5%		84.5%	86.3%
Bonus	50.5%	-7.5%			

Pay Quartiles	Male	Female
Lower	37.9%	62.1%
2nd	51.7%	48.3%
3rd	67.2%	32.8%
Top	69%	31%

The summary is based on data for approximately 263 employees across our regional network in the UK, including Head Office & our Central Distribution Facility in Kettering. The proportion of female employees receiving a bonus is actually higher than that of male employees. We recognise however that there is a gap between male & female bonuses, one reason being that many of our senior management team are male. We will continue to review our statistics & continue to provide opportunities for females within our business and support and encourage them to strive for senior roles.