



Gender Pay Gap

Report 2021

Designer Contracts

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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 57% and female 43%. We are pleased to note that our median pay gap between men and women has fallen from 13.3% to 10.8%. We also now have less women in the lower quartile, currently 41.9% vs 47.1% last year and more women now in the middle quartile, currently 46.5% vs 40.2% last year.

More women than men earn bonuses with us seeing 89% of women earning a bonus vs 81.9% last year. These statistics are 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.

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Statistics

Overall Headcount

Male 57%



Female 43%



Bonus & Pay Gap	Mean	Median
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Hourly Pay 13.7% 10.08%

Bonus 77.1% -7.8%

Pay Quartiles	Male	Female
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Lower 58.1% 41.9%

2nd 45.3% 54.7%

3rd 53.5% 46.5%

Top 69.4% 30.6%

Proportion of employees receiving a bonus	Male	Female
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84.5% 89.3%

The summary is based on data for approximately 337 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.