

**C.P. HART**

est. 1937

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# **Gender Pay Reporting**

April 2018

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Finance Director

## About us

At C.P. Hart we genuinely believe in the saying that ‘people are your most valuable asset’ and that attracting, retaining and developing staff is essential for long-term success. As such, we invest in our people’s learning and development throughout their careers with us, regardless of their position or length of service. C.P. Hart has a long-established reputation in the industry for expertise and service.

Our key aims are to nurture product, design and brand knowledge, and to develop service skills. We are always looking for pro-active people with a positive attitude, in sales, administration and distribution.

It is our policy that recruitment and internal promotions are determined solely by objective standards and personal merit. No applicant or colleague will be treated less favourably than another on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

## Gender pay gap

### Mean

**Female pay is 2.1% lower**

Current national average is 17.4% lower\*

This is the difference between the average hourly rate for males and females.

The majority of high earners are male, predominantly salespeople.



### Median

**Female pay is 5% higher**

Current national average is 18.4% lower\*

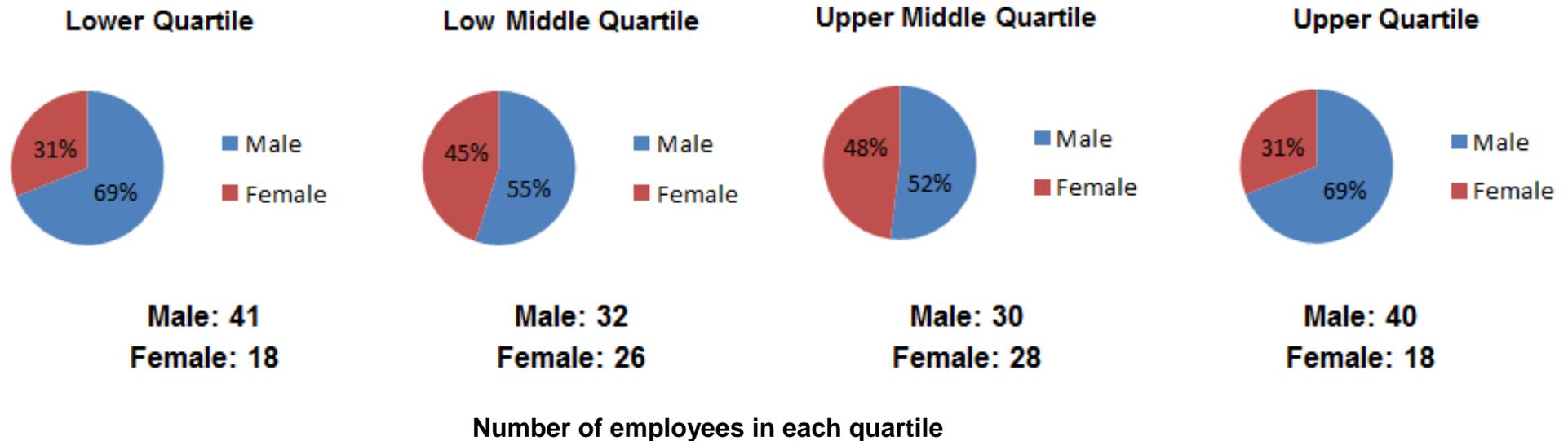
This is the difference between the middle earning male and the middle earning female.

The majority of lower paid warehouse and transport roles are filled by males

**vs. men**

\* From Office for National Statistics ASHE survey 2017

## Pay Quartiles

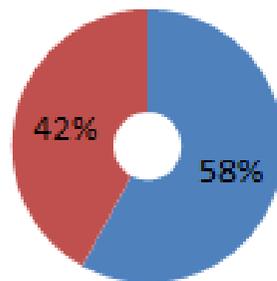


This shows the percentage of male and females in each of 4 equal quarters. All employees are ranked in order of average pay, from the lowest to the highest, and then split into 4 equal quarters.

The lower quartile is dominated by males in warehouse and distribution and the upper quartile by high earning male salespeople. The majority of females occupy roles in the middle quartiles.

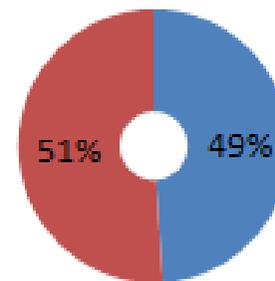
## Bonus payment

### Male



■ Bonus  
■ No Bonus

### Female



■ Bonus  
■ No Bonus

Bonus includes sales commissions and incentives, long term service awards and recruitment bonus.  
Bonus payments are skewed by a high proportion of males receiving long term service awards and a one off recruitment bonus

## Bonus pay difference between male and female

<b>Mean</b>	<b>-20%</b>
<b>Median</b>	<b>166%</b>

**Mean** – The average male bonus is 20% higher than the average female bonus due to commission paid to top salespersons who are mainly male

**Median** - The middle earning male bonus is 166% less than the middle earning female, skewed by low value long term service awards to mainly males

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## Our plans for the future

- C.P. Hart are committed to helping all colleagues equally achieve their potential throughout their career with us.
- We have processes in place to ensure equality in recruitment, training and promotion as evidenced by the fact that our gender pay gap is considerably better than the national average.
- Female long term service awards are lower than male awards, by agreeing to flexible working arrangements this has encouraged our female workforce to continue their careers with C.P. Hart.
- The Executive Team and Board of C.P. Hart at Apr-17 was 45% female, by Apr-18 this had risen to 50% female. C.P. Hart also has a female Managing Director.