

Gender Pay Gap Reporting

About Bisley

The Bisley Office Furniture Group conducts its business from its manufacturing site at Newport in South Wales, Bagshot in Surrey, Clifton Street in London, and the main showroom located in Dallington Street, London. Bisley is a UK manufacturer of a wide range of steel storage products predominantly for the business workplace, with ranges designed for those working from home for both the UK and international markets.

Bisley also manufactures industrial storage products designed for use in heavy engineering environments for both the commercial and private sectors.

Gender Pay Gap Reporting

As an employer of over 250 people, we have been required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 – effective from 4th April 2018.

The Gender Pay Gap Reporting involves carrying out 6 calculations (see below) that show the difference between the average earnings of men and women in our organisation, but does not include the publishing of individual employees' data. We have established this information using our existing payroll records.

We are required to publish the results for year ended 5th April 2021 on our own website and the Government's online reporting service by 5th April 2022.

Should you have any queries regarding the data, please do not hesitate to contact David Botterill, Finance Director.

The Mean Gender Pay Gap		(420 Employees)
From Pay Period Sheet:-		
Mean Hourly Rate of Pay - 354 Males		£12.53
Mean Hourly Rate of Pay - 66 Females		£13.48
Calculation		-7.6%

The Median Gender Pay Gap		(420 Employees)
From Pay Period Sheet:-		
Median Hourly Rate of Pay - Value - Male		£9.84
Median Hourly Rate of Pay - Value - Female		£11.11
Calculation		-12.9%

The Mean Bonus Gender Pay Gap		As at 5th April 2021
From Bonus & Commission Sheet:-		
Mean Bonus Pay - Males	24 Males	£689.54
Mean Bonus Pay - Females	5 Females	£510.00
Calculation		26.0%

The Median Bonus Gender Pay Gap		As at 5th April 2021
From Bonus & Commission Sheet:-		
Median Bonus Pay	24 Males	£750.00
Median Bonus Pay	5 Females	£500.00
Calculation		33.3%

The Proportion of Males and Females receiving a bonus payment	
Percentage of Males receiving a bonus/ comm in period	6.8%
Percentage of Females receiving a bonus/comm in period	7.6%

The Proportion of Males and Females in each Quartile Pay Band		
From Quartile Sheets:-		
Lower Quartile -total 105	Males	84.8%
	Females	15.2%
Lower Middle Quartile -total 105	Males	94.3%
	Females	5.7%
Upper Middle Quartile -total 105	Males	81.0%
	Females	19.0%
Upper Quartile -total 105	Males	77.1%
	Females	22.9%