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## **Gender Pay Gap Report 2021**

### **What is Gender Pay Gap reporting?**

A UK Organisation employing 250 or more employees is required to publicly report its gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The mean gender pay gap is the difference between the mean hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees.

Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work.

Relyon Beds Ltd is an equal pay employer and as such is committed to providing equal pay for equal work, not just because this is a legal requirement but because it is the right thing to do. We conduct regular analysis that show male and female employees are paid equally for equivalent work. Our pay policies and practices are designed to control potential biases and to ensure equal pay for equivalent jobs, regardless of gender.

### **Our Gender Pay Gap Data**

We collected our data on 5th April 2021 when we had a total of 268 employees, of which 255 were full pay relevant. The figures consisted of 178 men and 77 women. The figures show that Relyon Beds Ltd has a mean gender pay gap of 4.85%.

The Company has a median gender pay gap of 2.87%. This is because, like many manufacturing industries, the nature of our work means we have more traditionally male dominated skilled roles such as engineering and transport.

Given that 69.7% of our workforce is male, it is also the case that men outnumber women at senior management level.

The results show that 44.15% of total women are in the upper middle and upper pay quartiles and 55.85% of women are in the lower and lower middle quartiles. For men these percentages are 47.75% in the lower and lower middle quartile and 52.25% of men in the

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upper middle and upper pay quartiles.

The higher number of 93 males in the upper middle and upper quartiles, in higher paid senior roles within the business, compared to the 34 females in the same quartiles, has an impact on our gender pay gap.

**Results:**

**Women's earnings are:**

**Mean gender pay gap** in hourly pay 4.85% lower

**Median gender pay gap** in hourly pay 2.87% higher

**Difference in mean bonus payments\***

**Difference in median bonus payments \***

**Proportion of men and women receiving a bonus payment:**

Men 0% were paid a bonus

Women 0% were paid a bonus

**\*No bonus payments were made in the reporting period**

**Proportion of men and women in each pay quartile (%):**

Lower quartile: Men 75% Women 25%

Lower middle: Men 58% Women 42%

Upper middle: Men 75% Women 25%

Upper quartile: Men 71.4% Women 28.6%

**Action to reduce gender pay gap**

We will continue to encourage women to join our organisation through an inclusive culture and gender-neutral practices in our recruitment process.

We will continue to provide training and development opportunities for all employees.

We support flexible working where it is appropriate to do so.

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