

Gender Pay Gap Report

Gender Pay Gap Reporting

Organisations that employ more than 250 people must publish specific data annually about their gender pay gap. The gender pay gap is defined as the difference between the average earnings of men and women across a workforce as a whole.

The gender pay gap is not to be confused with equal pay for the same or similar work, which is something that has been mandatory since the 1970 Equal Pay Act.

Broadly, the gender pay gap can highlight areas such as the proportion of men and women employed by an organisation and the seniority of the positions held by men and women.

Pay at Sealey Tools

At Sealey Tools, we are fully committed to treating all employees and job applicants equally, such as during recruitment, training, promotion and in relation to remuneration. However, we do recognise that a higher proportion of our workforce are men.

Despite a higher proportion of our workforce being male, both female and male employees are represented across the business, in what might be considered a male-orientated sector.

Our latest report on the gender pay and bonus gap is based on a snapshot taken on 5 April 2020 and can be accessed below:

'View our gender pay gap report' ([Gender pay gap for JACK SEALEY LIMITED - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](#))

The gender pay gap (median hourly pay) at Sealey Tools is 4.8% which is lower than the national average of 15.5% median as reported by the ONS on 3 November 2020.

The report reflects that a higher proportion of our male employees work in the upper and lower pay quartiles, whilst a higher proportion of our female employees work in the middle two pay quartiles.