



GENDER PAY GAP REPORT

This document contains the historic Gender Pay Gap Reports for Gregory Distribution Ltd.

Snapshot April 2023

Summary

ARR Craib Transport Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carry out six calculations that show the different between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April each year.

Our Data

Women's hourly rate is

7.35%

HIGHER
(mean)

17.66%

HIGHER
(median)

Women's bonus pay is

100%

LOWER
(mean)

100%

LOWER
(median)

Who received bonus pay

5.76%

OF MEN

0%

OF WOMEN



Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

79.03%

MEN

20.97%

WOMEN

Upper middle quartile

94.81%

MEN

5.19%

WOMEN

Lower middle quartile

89.74%

MEN

10.26%

WOMEN

Lower quartile

100%

MEN

0%

WOMEN

What does the data tell us?

We have a gender pay gap but we are committed to ensuring that men and women are paid equal amounts for doing equivalent jobs across our business. We are committed to building a diverse workplace that gives equal opportunities to all employees. Our employee demographic is consistent with the rest of our sector which has been historically male dominated. The overall gender split across all employees in 2023 was 91.17% male and 8.82% women.

In continuing our support for reducing the gender pay gap we will look to increase gender diversity within our company and identify ways of making our sector look more attractive to women by allowing flexible working where possible and analysing progression routes.

This information is correct as at the time of publishing.

Natasha Stansby
HR Director



Snapshot April 2022

Summary

ARR Craib Transport Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carry out six calculations that show the different between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April each year.

Our Data

Women's hourly rate is

-1.12%

HIGHER
(mean)

-3.8%

HIGHER
(median)

Women's bonus pay is

100%

LOWER
(mean)

100%

LOWER
(median)

Who received bonus pay

10.77%

OF MEN

0%

OF WOMEN



Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

80%

MEN

20%

WOMEN

Upper middle quartile

94.74%

MEN

5.26%

WOMEN

Lower middle quartile

94.24%

MEN

5.76%

WOMEN

Lower quartile

98.46%

MEN

1.54%

WOMEN

What does the data tell us?

We have a gender pay gap but we are committed to ensuring that men and women are paid equal amounts for doing equivalent jobs across our business. We are committed to building a diverse workplace that gives equal opportunities to all employees. Our employee demographic is consistent with the rest of our sector which has been historically male dominated. The overall gender split across all employees in 2022 was 93.4% male and 6.6% women.

In continuing our support for reducing the gender pay gap we will look to increase gender diversity within our company and identify ways of making our sector look more attractive to women by allowing flexible working where possible and analysing progression routes.

This information is correct as at the time of publishing.

Natasha Stansby
HR Director

Snapshot April 2021

Summary

ARR Craib Transport Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carry out six calculations that show the different between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April each year.

Our Data

Women's hourly rate is

-14.78%

HIGHER
(mean)

-24.35%

HIGHER
(median)

Women's bonus pay is

100%

LOWER
(mean)

100%

LOWER
(median)

Who received bonus pay

5.42%

OF MEN

0%

OF WOMEN



Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

80.7%

MEN

19.3%

WOMEN

Upper middle quartile

93.28%

MEN

6.72%

WOMEN

Lower middle quartile

99.17%

MEN

0.83%

WOMEN

Lower quartile

100%

MEN

0%

WOMEN

What does the data tells us?

Analysis of pay showed that women's mean and median rates are higher than men's and have continued to increase on previous years. The gap in bonus pay is consistent with historical analysis and correlates with the demographic of the ARRC senior management team. In comparison to 2020, it is positive to note that there has been a reduction in the number of women in both the lower pay quartiles and an increase in the number of women in the upper and top pay quartiles.

We are committed to ensuring that men and women are paid equal amounts for doing equivalent jobs across our business. We are committed to building a diverse workplace that gives equal opportunities to all employees. Our employee demographic is consistent with the rest of our sector which has been historically male dominated.

This information is correct as at the time of publishing.

Natasha Stansby
HR Director

