



## Thistle Seafoods Ltd Gender Pay Gap Report 2020

### Introduction

All UK organisations with over 250 employees are now required by law to carry out annual Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report details a Company's Gender Pay and Bonus Gaps; the percentage of men and women receiving a bonus; and the proportions of men and women in each pay quartile of the workforce.

An employer must publish six calculations showing their:

1. Average gender pay gap as a mean average.
2. Average gender pay gap as a median average.
3. Average bonus gender pay gap as a mean average.
4. Average bonus gender pay gap as a median average.
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

These calculations are based on figures drawn from a specific date each year. This is called the 'snapshot date'. The snapshot date for businesses and charities is the 5<sup>th</sup> April.

It is important to know that the Gender Pay Gap is not the same as Equal Pay, and it exists in most organisations.

**Equal Pay** means that men and women performing equal work should generally receive equal pay.

**Gender Pay Gap** is the difference between men's and women's average hourly pay across an organisation, expressed as a percentage, and it is reported as a mean average and median average (mid-point) figure.

Some of the reported reasons for why a Gender Pay Gap exists are as follows:

- Women are often under-represented in senior roles where remuneration is higher.
- Women are more likely to take time out of their careers to start a family or have carer responsibilities; the gap typically widens when women reach the age of 40.
- Some sectors have a higher proportion of part-time roles e.g., health, retail, and social care, commonly resulting in a higher proportion of women in entry level roles.
- Educational choices where fewer women work in STEM sectors – science, technology, engineering, and mathematics, leading to fewer women in higher-paid specialist roles such as Finance, IT, Engineering, and Logistics.

**2020 Reported Figures**

	<b>Thistle Seafoods 2020</b>
<b>Mean Pay Gap</b>	11.9%
<b>Median Pay Gap</b>	3.1%

**Upper Quartile**

Male	Female
85%	15%

**Upper Middle Quartile**

Male	Female
49%	51%

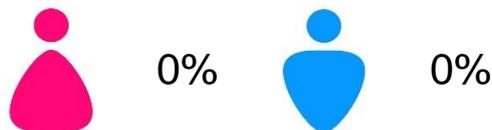
**Lower Middle Quartile**

Male	Female
45%	55%

**Lower Quartile**

Male	Female
50%	50%

**Portion of Men and Women Who Received a Bonus**



**Average Bonus Gender Pay Gap**

<b>Mean Bonus Pay Gap</b>	0%
<b>Median Bonus Pay Gap</b>	0%

## Comparison between Current Year and Previous Years

	Thistle Seafoods 2017	Thistle Seafoods 2018	Thistle Seafoods 2019	Thistle Seafoods 2020
Mean Pay Gap	10.8%	14.5%	- *	11.9%
Median Pay Gap	0%	2.1%	- *	3.1%

### Upper Quartile

	2017	2018	2019	2020
Male	83%	93%	- *	87%
Female	17%	7%	- *	13%

### Upper Middle Quartile

	2017	2018	2019	2020
Male	53%	52%	- *	49%
Female	47%	48%	- *	51%

### Lower Middle Quartile

	2017	2018	2019	2020
Male	50%	50%	- *	45%
Female	50%	50%	- *	55%

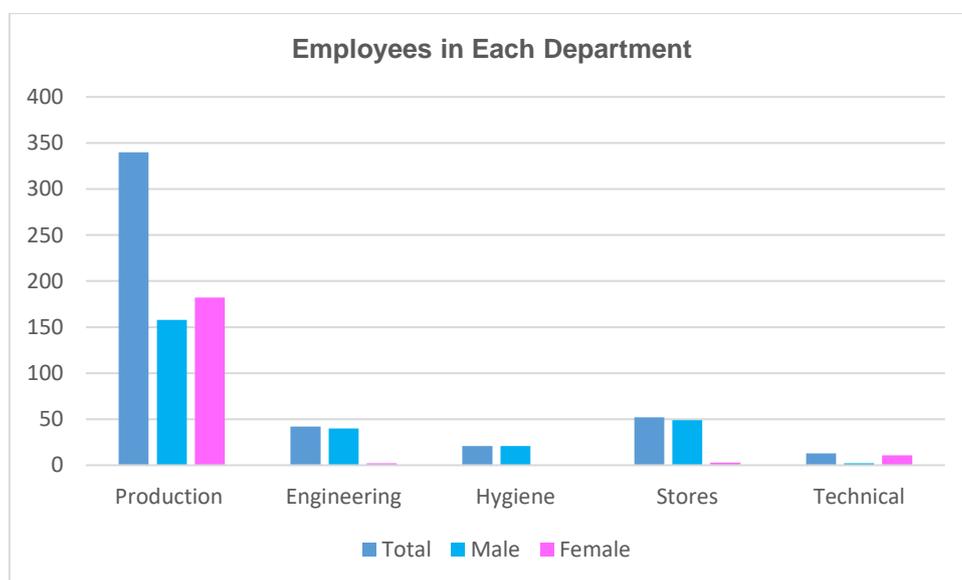
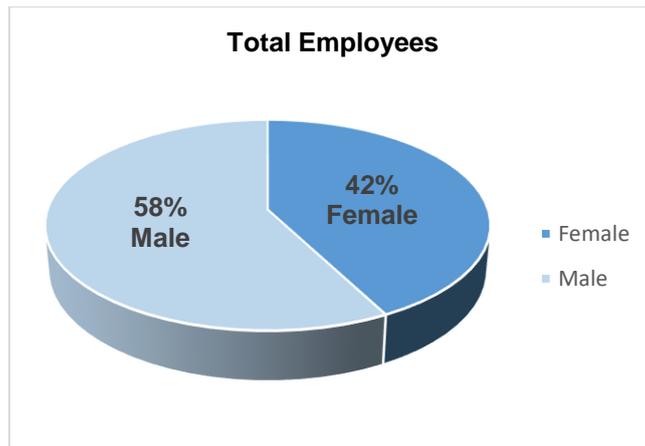
### Lower Quartile

	2017	2018	2019	2020
Male	50%	50%	- *	50%
Female	50%	50%	- *	50%

\* 2019's data was not analysed or submitted due to the Coronavirus (COVID-19) Pandemic.

## Understanding our Gender Pay Gap

On the 5<sup>th</sup> April 2020 Thistle Seafoods employed 468 members of staff, 270 were male and 198 were female. The majority worked full time, with six female members of staff and one male member of staff working part-time for 20 hours per week.



The gap in our mean and upper quartile statistics is driven by three departments - engineering, stores, and hygiene. All employees within these departments are male, with the expectation of two females in the engineering department and three females in the stores department. Three of the five females fall within the upper quartile.

Market rates, combined with low unemployment rates in our geographical location, and other industries such as Oil and Gas competing for the same individuals, dictates the rate of pay with the engineering department. Market rates also determine the rate of pay for our forklift drivers, which in turn determines the rate of pay for other positions within our stores department. The hygiene department receive a nightshift allowance within their hourly rate, due to their regular hours of work being during the 'night period'. They are therefore paid at a higher rate than those who work our dayshift or backshift.

If we remove our engineering, stores, and hygiene departments from our calculations the changes to our mean pay gap is significant, with our adjusted median pay gap being 0%

	Actual	Adjusted
Mean Pay Gap	11.9%	1.7%
Median Pay Gap	3.1%	0%

The results of the upper middle and lower middle quartiles indicate an almost even split between males and females, with our lower quartile being exactly equal.

There were no bonuses paid during the bonus snapshot period 6<sup>th</sup> April 2019 to 5<sup>th</sup> April 2020. Therefore, there is no discrepancy between the number of male and females who receive a bonus, and there is no mean and median average of the bonus gender pay gap.

### **Our Progress and Closing the Gap Further**

As noted, the issues within our Gender Pay Gap are due to our engineering, stores, and hygiene departments. During the snapshot period (6<sup>th</sup> April 2019 to 5<sup>th</sup> April 2020), 271 engineers applied for a position with us, 269 of these were male and two were female. Applications were received via approved recruitment agencies or candidates applied directly. They applied for the position of Shift Maintenance Engineer or Engineering Team Leader. Twenty-six candidates were hired, 25 were male and one was female. The female did not fully meet all the criteria that is required to be employed as a Shift Maintenance Engineer and was employed as an Associate Shift Maintenance Engineer. Associate Shift Maintenance Engineer was a new position that we introduced in 2017. It was aimed at those who had already gained their engineering qualification, and could therefore not be hired as an apprentice, but lacked the appropriate experience to be employed as a Shift Maintenance Engineer. This was with a view to attracting a wider range of candidates with the hope that some of them might be female. This has been somewhat successful, as in previous years we have had no females apply.

With regards to our engineering apprenticeship 2019 intake, we had 87 candidates apply, 88 were male and one was female. The female's application did not have the required information within it i.e., no suitable or relevant qualifications, and it was screened out at the first stage. It appeared that she might have applied for the position in error. The split between male and female applicants in 2019 mirrors that of previous years. In 2017, 97 candidates applied and five were female. In 2018, 96 candidates applied and two were female.

During the snapshot period we had no female candidates apply for positions within our hygiene department. We had one female apply for a position within our stores department. She was successful and was promoted to the role of Stores Chargehand.

Progression opportunities continue to be at the forefront of our recruitment. We firmly believe that providing employees with the chance to apply for roles that match their interests, is extremely important to both the employee and the Company. We provide extensive training to aid staff development, and to provide

opportunities to those who might not currently have the necessary skills, experience, or qualifications but have a desire to progress in that area. This is with a view to them being suitable in the future. An example of this is when our female receptionist expressed an interest in working in our engineering department. She was initially transferred into the department as an engineering administrator. She was provided with the necessary training to develop her knowledge of engineering and in 2019 she was promoted into the position of Engineering Stores Coordinator, which is not only a crucial role within the department but within the company.

We have used a variety of methods to attract external candidates. Since 2017 we have participated in careers fairs held by primary and secondary schools in the local area; events hosted by colleges and universities across Scotland; and national career fairs. We advertise on our company website, on our social media sites, across job boards such as Indeed and Glassdoor, in newspapers, on the radio and we use approved recruitment agencies. The same screening process is applied to all applications, candidates participate in the same selection process and we employ the candidate most suitable for the role.

**Approval for this statement**

This statement was approved by the Board of Directors on 2<sup>nd</sup> April 2021.

Name: Pamela Macdougall

Signature: 

Date: 02/04/2021