

Cross Manufacturing Co (1938) Ltd – Gender Pay Gap Information

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data as at 5th April 2017.

Hourly Rate – Women’s hourly rate is

30.5%	11.9%
Lower	Lower
(mean)	(median)

Bonus Pay – Women’s bonus pay is

30.6%	16.6%
Lower	Lower
(mean)	(median)

Proportion of Men and Women who receive bonus pay

99%	100%
Men	Women

Male and Female Employees by Pay Quartile

Percentage of Men and Women in each quarter of the employer’s payroll

Top Quartile

86.9%	13.1%
Men	Women

Upper Middle Quartile

88.4%	11.6%
Men	Women

Lower Middle Quartile

71.2%	28.8%
Men	Women

Bottom Quartile

56.7%	43.3%
Men	Women

Cross Manufacturing's gender pay gap data reflects the greater number of men in senior positions within the company. The company has a very low rate of staff turnover and the more senior members of staff typically joined the company many years ago, when the proportion of men working in engineering was even greater than at present. The mean gender pay gap for staff joining the company in the last 10 years is significantly lower than the figures stated above.