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 2018.

Hourly Rate – Women’s hourly rate is
26.8% 12.8%
Lower (mean) Lower (median)

Bonus Pay – Women’s bonus pay is
35.1% 17.1%
Lower (mean) Lower (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
90.4% 9.6%
Men Women

Lower Middle Quartile
73.8% 26.2%
Men Women

Bottom Quartile
54.9% 45.1%
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 tend to have worked for the company for many years ago.