

Macintyre Transport Ltd

Gender Pay Gap – 2020



The hourly gender pay gap contained in this report was calculated as at 5th April 2020 and bonus data from bonuses paid in the 12 months prior to that date.

Macintyre Transport Ltd operates within the Transport & Distribution Sector, where historically this has been dominated by men. The percentage of women employed in the transport sector in the UK makes up nearly 21% of the workforce¹. Macintyre Transport Ltd's proportion of males and females are 97% and 3% respectively. It has been difficult to redress this balance within the HGV Driver demographics of our workforce, largely due to social factors such as lone working, long hours, and spending nights out in the vehicle. HGV Drivers make up 89% of our workforce, of which almost 3% are female. The remaining 11% of the workforce is made up of Management and Admin of which females make up 3% of the demographics.

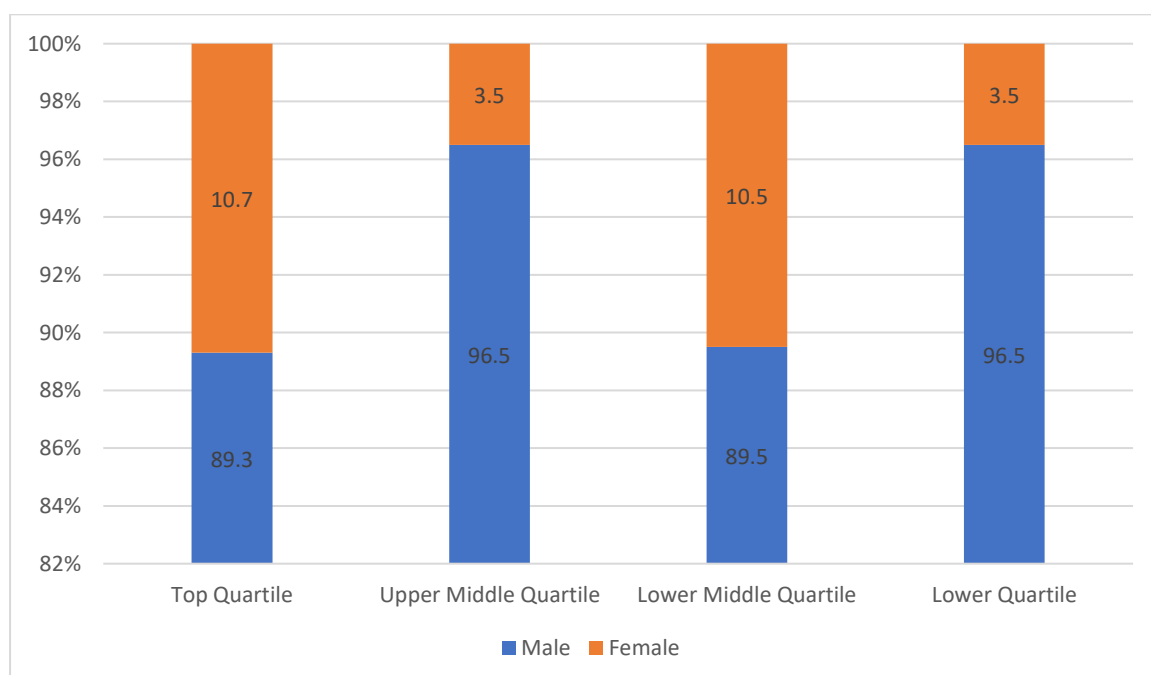
Macintyre Transport Ltd Gender Pay Gap

The gender pay gap is different from that of equal pay, which ensures that males and females are paid the same for carrying out the same work or work of equal value. Due to the industry, we operate within there are numerous different contracts all with a variety of terms and conditions designed to meet the needs of our different divisions, legal regulations [TUPE] and customers. Despite this, Macintyre Transport Ltd ensure males and females in the same employment, performing work of equal value receive equal pay.

Macintyre Transport Ltd operates in the Freight Transport by Road Sector. The Freight Transport by Road Sector has a median gender pay gap of 12.4% and a mean gender pay gap of 9.9%². Macintyre Transport Ltd gender pay gaps are better compared to the sectors it operates within, with a median gender pay gap of 1.7% and a mean gender pay gap of -7.8%.

Pay Quartiles

The below graphs show the gender distribution across Macintyre Transport Ltd, in pay band quartiles.



Bonus

Management and a high proportion of HGV drivers are eligible for productivity/performance payments and safe and efficient driving bonuses. Due to 97% of HGV drivers being male, this distorts the picture across the bonus eligible workforce.



Bonus Difference between Males and Females

The mean average male bonus pay is 70% higher than females and the median average male bonus pay is 47% higher than females.

Future

Macintyre Transport Ltd continue to work on initiatives to address the imbalance of women in the workplace. Traditionally it is hard to recruit HGV Drivers, let alone female drivers. It is our hope to redress this balance.

We confirm that the data reported is accurate and in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For and on behalf of

Macintyre Transport Ltd

Signed

Paul Miller
Director

¹ Eurostat Labour Force Survey

² Office for National Statistics – 2018 Provisional Gender Pay Gap Report