



Gender Pay Gap Report

VALE MILL (Rochdale) LIMITED

Vale Mill (Rochdale) Ltd is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5 April 2017.

	Mean %	Median %
Gender Pay Gap	14.3%	10.2%
Gender Bonus Gap	51.2%	0.0%
	Male %	Female %
Proportions by each quartile (by hourly pay rate)		
Upper Quartile	68.2%	31.8%
Upper Middle Quartile	76.1%	23.9%
Lower Middle Quartile	50.7%	49.3%
Lower Quartile	47.8%	52.2%
	Male %	Female %
Proportions Receiving Bonus	10.6%	25.9%

Vale Mill (Rochdale) Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). It evaluates job roles and pay grades as necessary to ensure a fair structure.

Vale Mill (Rochdale) Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The vast majority of organisations have a gender pay gap. The mean and median gender pay gap for the whole economy (according to the October 2017 Office for National Statistics Annual survey of Hours and Earnings figures) is 17.4% and 18.4% respectively. Vale Mill (Rochdale) Ltd's mean gender pay gap at 14.3% and median gender pay gap at 10.2% is significantly lower than for the whole economy.



Across the UK economy as a whole, men are more likely than women to be in senior roles and this pattern is reflected in the make-up of Vale Mill (Rochdale) Ltd's workforce as illustrated in the higher percentage of male workers in the upper quartiles in the above table. This also explains the high percentage of the mean gender bonus gap.

While Vale Mill (Rochdale) Ltd's gender pay gap is in line with the whole UK economy, this is not a subject about which Vale Mill (Rochdale) Ltd is complacent and as a result will continue to monitor the gap. However, Vale Mill (Rochdale) Ltd also recognises that its scope to act is limited in some areas. It has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

Selection for employment, promotion, training or any other benefit continues to be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Vale Mill (Rochdale) Ltd operates a flexible working policy and is committed to reporting its gender pay gap on an annual basis.

I confirm that the information in this statement is accurate.

Signed:

Date: 23/03/2018

A handwritten signature in black ink that reads "Mat Harrison". The signature is written in a cursive, flowing style.

Martin Harrison
Finance Director