

UK Gender Pay Gap Report 2024: Stax Trade Centres Limited

Stax Trade Centres Ltd is committed to being a fair employer and welcomes the gender pay regulations to provide greater visibility on this issue. We believe all employees should be developed to achieve their full potential regardless of gender, race or background. We employ 459 people; 70% of whom have reached greater than 5 years' service.

Below gives the median and mean hourly gender pay gap and bonus gap as at 5th April 2024.

	Mean	Median
Hourly Pay Gap	24%	2%
Bonus Pay Gap	49%	2%

The above shows by how much the women's average hourly pay rate and bonus pay are lower than their male counterparts. The gap between male and female figures reflects the impact of the higher pay of directors and senior management within the company, whom are mainly male.

The % of male employees who received a bonus was 29.2%, whereas the % of women employees who received a bonus was 13.9%. We are confident that the bonus scheme at Stax is fair and bonuses are calculated irrespective of gender. The bonus pay gap figures above are calculated on actual bonus paid regardless of whether an employee works reduced hours or has started part way through the year, which in both instances results in a lower bonus entitlement.

As mentioned above, the gender pay gap figures for the year reflect the fewer women in senior management positions within Stax. Below shows the percentage of women and men employed at Stax split between 4 equally sized quartiles based on pay levels.

	MEN	WOMEN
TOP QUARTILE	68.6%	31.4%
UPPER MIDDLE QUARTILE	40.7%	59.3%
LOWER MIDDLE QUARTILE	45.3%	54.7%
LOWER QUARTILE	52.3%	47.7%

Stax is committed to fairness throughout the business. We will use the above analysis and further in-house ongoing analysis to ensure that we are pro-active in managing our staff pay fairly. We will continue with the ongoing review of how we recruit people and how we can develop and progress employees to more senior roles.

The information above is confirmed as accurate by David Hibbert, Joint Managing Director, Stax Trade Centres Limited.