

## Gender Pay Gap Report for 2021

Employers with 250 or more relevant employees are required to publish gender pay gap information by April 2022, based on data from 05 April 2021.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2018.

The data in this report has been independently reviewed and assessed against the market, using an external consultant.

Snapshot date: 5 April 2021.

### 1. Mean gender pay gap

This metric shows the percentage gap in the average salaries (including bonus payments) of men and women based on standard hourly rates of pay during the pay period in which 5 April fell this year.

The mean gender pay gap for the Port of Felixstowe is -0.8%.

This figure is significantly below the whole sample figure and significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

### 2. Median gender pay gap

This shows the percentage gap in the median salaries (including bonus payments) of men and women based on standard hourly rates of pay during the pay period in which 5 April fell this year. The median is the middle value when all the values are ranged from highest to lowest.

The median gender pay gap for the Port of Felixstowe is 2.8%.

This figure is significantly below the whole sample figure and significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

### **3. Mean bonus gender pay gap**

Both the mean and median gender bonus gaps are calculated from data for the full 12 months to April 2020. In addition to bonus payments, this includes commission and other types payments based on individual, group or whole company performance. The data excludes employees who either are not eligible for a bonus or who are eligible but did not receive a bonus.

The mean gender bonus gap for the Port of Felixstowe is -17.4%.

This figure is significantly below the whole sample figure and significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

### **4. Median bonus gender pay gap**

This provides an alternative way of looking at the difference in bonuses paid to men and women. It is important when reviewing both the mean and median gender bonus gaps to keep in mind that these figures are based purely on the data for that subset of employees who received a bonus.

The median gender bonus gap for the Port of Felixstowe is -170.4%.

This figure is significantly below the whole sample figure and is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

### **5. Proportion of males and females receiving a bonus payment**

Based on a broad definition of bonus which includes commission and other payments related to individual, group or company performance, this metric reports solely on those employees who were both eligible for a bonus payment and who received one. It therefore excludes those who may have been eligible but did not qualify for a payment.

The proportion of male employees at the Port of Felixstowe receiving a bonus is 96.2%.

The proportion of female employees at the Port of Felixstowe receiving a bonus is 91.4%.

At 96.2%, the proportion of men receiving a bonus at the Port of Felixstowe is significantly above the whole sample figure. At 91.4%, the proportion of women receiving a bonus is significantly above the whole sample figure.

## 6. Proportion of males and females in each quartile band

This section of the report divides the workforce into four equally sized groups based on their hourly pay rate, with Band A including the lowest paid 25% of employees (the lower quartile) and Band D covering the highest paid 25% of employees (the upper quartile).

Band	Males	Females	Description
A	89.7% (556)	10.3% (64)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	97.1% (603)	2.9% (18)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	97.1% (603)	2.9% (18)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	92.3% (573)	7.7% (48)	Includes all employees whose standard rate places them above the upper quartile

## 7. Declaration

The information and data provided in this report are accurate and in line with mandatory requirements.



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