

Our 2020 Gender Pay Gap Report

Established in the South of England for over 170 years, Covers is a family owned Timber and Builders Merchants, operating from fourteen sites. Fairness, equality and inclusion are an important part of our Values.

This Gender Pay Report is based on a “snapshot” of the pay of all of our employees as at 5 April 2020, as well as annual payments and bonuses which were paid between 6 April 2019 and 5 April 2020.

Impact of Covid-19

The Gender Pay Gap report for 2020 is based on the snapshot date of 5 April 2020. This date fell within the first UK Lockdown as a result of the Covid-19 pandemic. During this time, like many businesses in the UK, Covers Timber and Builders Merchants placed a significant number of employees on furlough in order to protect our employees, our customers and the future viability of the business. Furthermore, some of those who remained working accepted pay reductions in April 2020.

What is the impact on the Gender Pay Report

In accordance with the EHRC guidance, the Gender Pay Gap is calculated based on ‘full-pay relevant employees’ which for 2020 excludes employees who were placed on furlough and also those employees who continued to work but on a reduced salary. These categories of employees were not in receipt of full pay on the snapshot date.

With 95% of our workforce excluded from these calculations at the snapshot date under the Government’s Coronavirus Job Retention Scheme, the remaining employees are not representative of the wider Company and importantly, this means the data within the 2020 report is not comparable with any prior Gender Pay Gap reports for Covers Timber and Builders Merchants

Pay & Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	1.94%	-12.07%
Bonus paid	10.34%	-155.12%

The table above shows our overall mean and median gender pay gap based on hourly rates pay at the snapshot dates (i.e. 5th April 2020). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2020, i.e. for the 2019 performance year.

A positive percentage figure reveals that overall, our employees who are women have lower pay or bonuses than employees who are men

A negative percentage figure reveals that overall, our employees who are men have lower pay or bonuses than employees who are women

Proportion of Colleagues awarded a bonus for the 2019 performance year



This shows a 9% difference between the number of women and men being paid a bonus for their performance in 2019.

Pay Quartiles

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	0%	50%	100%	25%
Female	100%	50%	0%	75%

The table illustrates the gender distribution across four equally sized quartiles, each containing 4 colleagues.

Supporting Statement

As already referenced, the impact of Covid-19 has had a significant impact on the data reported. Our 2019 Gender Pay Gap report showed that there was a minimal Gender pay gap on mean and median salaries between male and female employees. We therefore remain confident that men and women are paid equally for doing equivalent jobs across our business.

Our bonus payments are for the large part linked to overall individual branch performance and in some cases linked to specific job roles.

Covers operates within the Builders Merchants industry; a traditionally male-dominated sector. Whilst Covers proportion of female employees remains low at 20% we remain committed to finding ways to attract more females into our business.

We confirm the information and data reported is accurate as of the snapshot date 5 April 2020.

RUPERT GREEN
CHAIRMAN