

Gender Pay Statement 2018



We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website. We will do this within one calendar year from April 5th 2017.

We can use these results to assess:

- the levels of gender equality in our workplace.
- the balance of male and female employees at different levels.
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and weekly PAYE payroll records.

Results

| | | | |
|---|--|--------------|----------------|
| 1 | Average gender pay gap as a mean average | 2.7% | |
| 2 | Average gender pay gap as a median average | 1% | |
| 3 | Average bonus gender pay gap as a mean average | 26.7% | |
| 4 | Average bonus gender pay gap as a median average | -35.8% | |
| 5 | Proportion of staff eligible for bonus, actually received it | Male - 82.6% | Female - 93.9% |

| Proportion of men and women in the four banded pay groups | Male | Female |
|---|-------|--------|
| Upper quartile | 77.4% | 22.6% |
| Upper middle quartile | 84.2% | 15.8% |
| Lower middle quartile | 71% | 29% |
| Lower quartile | 88.8% | 11.2% |

Results

Our results show that overall our gender pay gap is minimal in size (2.7% and 1% respectively) and one that we have little control over as the majority of our industry workers are male, something which we are inherently affected by and have little effect of changing.

In respect of the control we have over our employees, all trainees and new staff are recruited under the same structure and their earning ability depends on their success and career progress.

All employees are encouraged to grow and earn to their full potential. Any pay gap difference shown will be a result of differing roles & bandings, however all employees working in the same bandings will be earning the same rewards.

We strive to continually improve our gender gap and will publish the results again in April 2019 as requirement of the government initiative into equal pay.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Steve McLellan
Managing Director

