



Gender Pay Report 2017

Why are we publishing a Gender Pay Gap Report?

From April 2017 all organisations that employ over 250 employees are required to report their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out seven calculations that show the difference between the average earnings of men and women across the organisation over a specific time period regardless of their role.

The following report has been produced in compliance with the regulations and provides the results based either upon the snapshot date of 31st March 2017 or for the period 1st April 2016 – 31st March 2017 (for bonus information).

Gender Pay Gap Calculations Results

Hourly Rate – The difference between the mean and median hourly rate of pay that full time relevant men and woman receive

Bonus Pay – The difference between the mean and median bonus pay that relevant men and women employees receive

Metric	Mean	Median
Hourly Rate (Women v Men)	3.9% Higher	0% Lower
Bonus Pay (Women v Men)	2% Higher	10.8% Higher

Metric	Men	Women
Proportion of employees receiving a bonus	2%	4%

Pay Quartiles – the proportion of Men and Women

Quartile	Men	Women
Upper	16%	84%
Upper Middle	38%	62%
Lower Middle	34%	66%
Lower	17%	83%

The quartile splits show that our workforce consists of significantly more women than men. The average company split is around 65.5% women and 34.5% men across all Quartiles.

As the company currently employs significantly more woman than men, the average mean and median rates are weighted more by woman's pay /data. The data however provides evidence that the company employs and rewards staff based on their ability and performance and not because of their gender.

Statement

I confirm the information in this report have been calculated in line with the principles contained within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Matthew Western', with a stylized, sweeping flourish at the end.

Matthew Western

Finance Director