

Gender Pay Reporting

Background

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations") require employers to report on the gender pay gap in their organisation.

The Regulations apply to larger private and voluntary sector employers. Their stated aim is to help reduce the ongoing pay gap between men and women in the workplace.

Employers must publish six figures:

- their mean and median hourly pay gap;
- their mean and median bonus pay gap;
- the proportions of men and women receiving bonuses;
- the number of men and women in each of four pay quartiles.

This is done by using the data for the pay period which includes the "snapshot date" of 5 April. The figures must be published on an annual basis, with the first reports being produced on or before 4 April 2018 based on a 5 April 2017 snapshot date.

The Mean Gender Pay Gap

This shows the difference between the mean (average) hourly rate of pay that male and female employees receive. According to the ONS (Office for National Statistics), in 2016 the mean pay gap stood at just over 18% i.e. on average male employees earned 18% more than female employees.

Our Mean Gender Pay Gap is **-3.58%**, on average male employees earn slightly less than female employees. This is not surprising given that around 85% of management/senior management positions are held by women, generally on a full time basis.

This is again highlighted by looking at the mean hourly pay gap split by full time and part time staff.

Full time employees only - **-10.08%**

Part-time employees only - **-0.23%**

In both cases these results show that men have a slightly lower average pay, with the difference in part time employees being negligible.

The Median Gender Pay Gap

This shows the difference between the median hourly rate of pay that male and female employees receive. The median is the mid point when all the hourly rates are listed in numerical order. This can be helpful to show what a "typical" rate is, without being distorted by very large or very small hourly rates.

Our Median Gender Pay Gap is 0.61% indicating that the difference between median male and female hourly rates is negligible. When comparing full time employee and part time employees independently, the gap is 0%.

