

## Gender Pay Report for 2018

### What is the gender pay gap?

The gender pay gap measures the difference between men and women's earnings across the business by expressing women's pay as a percentage of men's pay. This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work.

Our report shows that there are marginal differences between the amount that women and men are paid across the whole business. Whilst women earn slightly more per hour, this is due to a higher percentage of women in our workforce which consists of 72% women and 28% men. This can also be seen in our quartile split below.

While we're pleased that our median gender pay gap of -3.1% is significantly below the UK median (8.6%), we are committed to ensuring we have equality across Gender, Age and Ethnicity.

### Gender Pay Gap

**Median (middle) -3.1 % Mean (average) -0.5%**

*\*UK national median gender pay gap for 2018 is 8.6% (Office of National Statistics)*

<b>Employees by Quartile</b>	<b>Male</b>	<b>Female</b>
Upper Quartile	22.7%	77.3%
Upper Middle Quartile	25.8%	74.2%
Lower Middle Quartile	32.3%	67.7%
Lower Quartile	29.3%	70.7%

### Bonus Pay Gap

**Median (middle) 60% Mean (average) 67.5%**

**Proportion of males receiving a bonus: 0.4%**

**Proportion of females receiving a bonus: 1.1%**

Our bonus pay gap results were affected by the fact that only a small group of front-line service managers received a bonus. Within this group there was only one man and this individual received a high rated bonus which has dramatically skewed the results. Going forwards, we will continue to monitor the payment of bonuses closely to ensure there isn't any gender bias.