

GENDER PAY GAP REPORT

Under new UK legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap reporting figures as at 5 April 2017 within one year of this date, and annually thereafter.

The gender pay gap is not about equal pay for men and women doing the same or similar jobs. Within our company we are confident that men and women are paid equally for doing equivalent jobs of equal value. Calculating the gender pay gap takes into account all jobs, at all levels and all salaries within an organisation. This means the gender pay gap paints a picture of the level and type of roles that men and women fill.

Below are the averages as determined by the calculations required:

Measure	Percentage	
Difference pay of full-pay men and women	Mean	-6.6%
	Median	-11.6%
Difference in bonus pay of men and women	Mean	66%
	Median	69%
Proportion of staff who received bonus pay	Men 69.2%	Women 90.5%
Proportion of full-pay men and women in each pay quartile.	Top	Men 87.7% Women 12.3%
	Upper middle	Men 92.3% Women 7.7%
	Lower middle	Men 96.9% Women 3.1%
	Lower	Men 90.8% Women 9.2%

(a negative percentage means that men are lower than women in that measure)

The method for calculating the gender pay gap has been outlined in detail by the UK Government and the results from every organisation will be published on a UK Government website <https://gender-pay-gap.service.gov.uk/viewing>

The statistics show a headline pay bias in favour of female staff although this is not reflected in the other various specified measures. The Group has only 2 female weekly paid members of staff and 19 monthly paid with limited comparability in role with the male workforce. With the clear majority of the workforce being male, and the concentration of female workers in certain functions, the calculations do not lead to robust conclusions about pay ratios.

Our aim as a company is to continue to monitor our gender pay gap and endeavour to ensure that no gender pay imbalances exist on individuals and groups of employees.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Stephen Morgan
Finance Director

13th March 2018