

Employee Communication: Gender Pay Gap Reporting

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 employees data. We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2018.

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

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 have done this by using our existing HR and payroll records. You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay

We found that:

1	The Mean Gender Pay Gap is 6.8%				
2	The Median Gender Pay Gap is -2.3%				
3	The Mean Bonus Pay Gap is -37.4%				
4	The Median Bonus Pay Gap is -37.4%				
5 First Part	The proportion of Males receiving a bonus is 2.1%				
5 Second Part	The proportion of Females receiving a bonus is 0.3%				
6	The proportion of Males and Females in each Quartile is:				
		Lower	Low-mid	Mid-Upper	Upper
6 First Part	Males	30.6%	26.7%	18.6%	31.4%
6 Second Part	Females	69.4%	73.3%	81.4%	68.6%

Whilst men and women employed in the same or similar roles are on the exact same payscales, this shows that men are on average paid slightly more than women. This is largely because whilst we employ far more women than men, of those we do employ, more of the men are in higher paid roles such as teachers or managers.

However, at the snapshot period of April 2018, more men were employed at the lower and lower-middle quartiles than in April 2017 and fewer in the middle-upper and upper quartiles. Conversely, more women are employed in the middle-upper and upper quartiles in April 2018 compared to the previous year, and fewer in the

lower two quartiles. This has had the effect of creating a negative median gender pay gap of -2.3% identifying that the median average pay for women is marginally higher than that for men.