

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 2019.

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 5.7%				
2	The Median Gender Pay Gap is -2.0%				
3	The Mean Bonus Pay Gap is -56.5%				
4	The Median Bonus Pay Gap is -100.0%				
5 First Part	The proportion of Males receiving a bonus is 2.0%				
5 Second Part	The proportion of Females receiving a bonus is 2.0%				
6	The proportion of Males and Females in each Quartile is:				
		Lower	Low-mid	Mid-Upper	Upper
6 First Part	Males	26.0%	28.4%	22.9%	27.4%
6 Second Part	Females	74.0%	71.6%	77.1%	72.6%

Whilst men and women employed in the same or similar roles are on the exact same pay scales, 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.

Having said that, the gap has narrowed within the year. Although there is a slightly greater proportion of women employed in the lower quartile than last year, the proportion of women employed in the upper quartile has jumped 4% in the year to 72.6%.

The median gender pay gap is now -2.0% compared to -2.3% in April 2018 showing whilst the gap is narrowing, women's median pay is greater than that of men employed in the organisation.

