

## Gender Pay Gap Reporting April 2018

### What is the gender pay gap?

The gender pay gap is a measure of the difference in average earnings between men and women. The gender pay gap differs from equal pay as it is concerned with the differences in the average pay regardless of role.

Since April 2017, there is a mandatory requirement for Companies in Great Britain with 250 or more colleagues to report and publish specific figures about their gender pay gap each year.

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 employee's data.

The calculations are:

**Median gender pay gap** is the difference between the median (middle) hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues

**Mean gender pay gap** is the difference between the mean (average) hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues

**Median bonus gap** is the difference between the median (middle) bonus pay paid to male relevant colleagues and that paid to female relevant colleagues

**Mean bonus gap** is the difference between the mean (average) bonus paid to male relevant colleagues and that paid to female relevant colleagues

**Bonus proportions** are the proportions of male and female relevant colleagues who were paid bonus pay during the relevant period (see below for details)

**Quartile pay ranges** are the proportions of male and female full-pay relevant colleagues in the lower, lower middle, upper middle and upper quartiles of pay

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 5<sup>th</sup> 2018 (no later than 4<sup>th</sup> April 2019). These results must be maintained on our website for a minimum of three years.

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
- how effectively talent is being maximised and rewarded.

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 will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting HR Department.

### Our Workforce at 5<sup>th</sup> April 2018

258 employees

84% Male (217)

16% Female (41)

### **Our Gender Pay Gap Findings**

What is the median?

The median figure is reached by listing all the hourly paid rates in order and selecting the middle number. The median gap is reached by calculating the difference between male and female figure as at 5<sup>th</sup> April 2018.

Middle ranked male £9.88

Middle ranked female £9.92

**Women's median hourly rate is 0.4% higher than men**

What is the mean?

The mean figure is reached by adding up all of the hourly rates and dividing the total by the number of results in the list. The mean gap is the difference in the male and female mean as at 5<sup>th</sup> April 2018.

Average Male rate £10.50

Average Female rate £10.20

**Women's mean hourly rate is 2.9% lower than men**

### **Percentage of male and females in each quartile**

These figures show how many men and women are in each quarter of the payroll. In each quartile, the disposition of the workforce is largely male especially in the top 3 quartiles. These figures show that women are more represented in the lower quartile.

Female		Male
17%	Upper Quartile	83%
13%	Upper Middle	87%
8%	Lower Middle	92%
26%	Lower Quartile	74%

### **Our Gender Bonus Gap**

Who received bonus pay in April 2017 – April 2018

85.7% Men

95.1% Women

The difference between the average bonus received by male and female colleagues as at 5<sup>th</sup> April 2018.

Male average bonus	£222.8
Female average bonus	£284.1

**Women's Mean bonus pay is 27.5% higher than men**

Middle ranked male bonus	£119.8
Middle ranked female bonus	£105.8

**Women's Median bonus pay is 11.7% lower than men**

We are committed at Expect Distribution in ensuring employees in similar roles are paid equitably and that we work towards narrowing any gender pay gap. We will continue to encourage female colleagues to enter into our industry by offering competitive salaries, bonuses and flexible working where possible.

We are committed to reviewing our policies and working practices on a regular basis to support reducing any pay gender gap, the following are some of the key areas we are focussed on:

Manage family friendly leave successfully

Make the most of flexible working arrangements

Encourage and review career and talent development

Review Reward systems – bonuses, holiday entitlement, car allowances, and other benefits

Review Pay structures – routinely review all aspects of pay to ensure that all parts of the business are operating fairly and consistently

I can confirm that the data contained in this report is accurate and published in accordance with the Gender Pay Gap Reporting guidance and legislation.

Signed for on behalf of **Expect Distribution Ltd**

Suzanne Nield  
**HR Manager**  
**March 2019**