

Gender Pay Gap Reporting 2020-21

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 5th 2021 (no later than 4th April 2022). 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.

- There remains a large difference in gender pay gap between employees aged 40 years and over and those aged below 40 years.
- Compared with lower-paid employees, higher earners experience a much larger difference in hourly pay between the sexes.
- The managers, directors and senior officials occupation group has experienced the largest fall in gender pay gap since the pre-pandemic April 2019 figure, in particular for those aged 50 years and over; this group has previously been identified as having a notable impact on the pay gap.
- The gender pay gap is higher in every English region than in Wales, Scotland and Northern Ireland.

Commentary

We remain committed to ensuring parity between our male and female colleagues and continue to work towards narrowing any gaps. Our sector is typically heavily dominated by male colleagues and we will continue to encourage female colleagues to enter into our industry by offering competitive salaries, bonuses and flexible working where possible.

Areas we will review to support reducing any pay gender gap

As standard we operate the following policies:

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

Ensuring that our recruitment practices are consistent and inclusive.

In the last year we have introduced a Management Development programme across the business to upskill all employees, and build long lasting careers across all areas. We are also working to promote from within our existing employees base and expect to create higher level positions in the coming months.

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.

Sophie Metcalf

Head of HR

March 2021