

Gender Pay Report 2020

Introduction

As part of the Gender Pay Reporting Regulations, for 2020, we are required to report on our pay data based on a 'snapshot' date of the 5th of April 2020. We are advised to exclude anyone who was on furlough on that date, which was the majority of our workforce. The OfftoWork 2020 'snapshot' relates to a small number of employees and casuals. The bonus pay gap data includes all relevant employees, including those on furlough and relates to bonuses paid in the 12 months prior to the snapshot date.

I am confident that the data and information reported are accurate as of the snapshot date of 5 April 2020 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017

Philip Atkins, Managing Director

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OUR RESULTS

<i>Gender pay gap as a mean average (%)</i>	0.8
<i>The difference in pay between our total wage spend-per- woman and our total wage spend-per man.</i>	
<i>Gender pay gap as a median average (%)</i>	-3.9
<i>The difference in pay between the middle-ranking woman and the middle-ranking man.</i>	
<i>Gender bonus pay gap as a mean average (%)</i>	19.4
<i>The difference in bonus between our total bonus paid-per-woman and total bonus paid-per-man.</i>	
<i>Gender bonus pay gap as a median average (%)</i>	40
<i>The difference in bonus pay between the middle-ranking woman and the middle-ranking man.</i>	
<i>Proportion of males receiving bonus (%)</i>	3.5
<i>Proportion of females receiving bonus (%)</i>	3.3

Males (%)	Females (%)
47.3%	52.7%

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PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

1st Pay Quartile

Males (%)
47.3

Females (%)
52.7

2nd Pay Quartile

Males (%)
47.3

Females (%)
52.7

3rd Pay Quartile

Males (%)
60.9

Females (%)
39.1

4th Pay Quartile

Males (%)
44.6

Females (%)
55.4