

Employee Communications - 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
- 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.

Findings 2018

Average gender pay gap as a mean average (excl. directors)	-2%
Average gender pay gap as a mean average	13%
Average gender pay gap as a median average	2%
Average bonus gender pay gap as a mean average (excl. directors)	14%
Average bonus gender pay gap as a mean average	33%
Average bonus gender pay gap as a median average	16%
Proportion of staff eligible for bonus	Male : 63% Female 69%

(Staff eligible for bonus if employed in the previous financial year)

Proportion of men and women in the four banded pay groups - % and no. of employees.

	Male	Female
Lower quartile	84% (66)	16% (13)
Lower middle quartile	66% (52)	34% (27)
Upper middle quartile	72% (57)	28% (22)
Upper quartile	75% (59)	25% (20)

Summary Statement for 2018

John Pye & Sons Limited is an equal opportunities employer offering a salary structure irrespective of gender.

All staff are encouraged to grow and progress in the company. Their earning ability depends on their individual skill set, their own success and career progress.

Pay gap differences shown above are as a result of differing roles.

We have included two additional calculations whereby the current working board directors have been excluded from the calculations in order to provide a more accurate reflection of our gender pay gap across the organisation which we feel presents a more balanced and equal representation.

The current working directors are all male and have all been in office for several years.

Our organisation structure at present includes several senior female employees. In November 2018 two new board directors were appointed, one of which is female. This will be reflected in next years report.