Bisley Gender pay gap report

Introduction

As an employer of over 250 employees, effective from 4th April 2018, we are required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations (see below) that show the difference between the average earnings of men and women in our organisation, but does not involve the publishing of individual employees' data. We have established this information by using our existing payroll records.

We are required to publish the results for year ended 5th April 2017 on our own website and the Governments online reporting service by 4th April 2018.

How we calculated the mean gender pay gap
- We added together the hourly rates of pay for all female full-pay relevant employees, and divided by the number of female full-pay relevant employees, to give the mean female hourly rate of pay
- We added together the hourly rates of pay for all male full-pay relevant employees, and divided by the number of male full-pay relevant employees, to give the mean male hourly rate of pay
- We then worked out the mean gender pay gap:

$$\frac{\text{mean hourly pay for men} - \text{mean hourly pay for women}}{\text{mean hourly pay for men}} \times 100$$

How we calculated the median gender pay gap
- We identified the median female hourly rate of pay, by finding the midpoint in all female full-pay relevant employees' hourly rates of pay. To do this –
  - We listed all female hourly rates of pay in order from lowest to highest
  - We then found the middle number of this list and this will be the median (i.e. half of the employees earn a rate above this and half earn a rate below this).
- We identified median male hourly rate of pay, by finding the midpoint in all male full-pay relevant employees' hourly rates of pay (points (a) and (b) see above
- We then worked out the median gender pay gap:

$$\frac{\text{median hourly pay for men} - \text{median hourly pay for women}}{\text{median hourly pay for men}} \times 100$$

BISLEY

Data for Bisley

- Based on 650 employees for the 12 months to 05/04/2017
- 555 male employees and 95 female employees

Gender pay gap

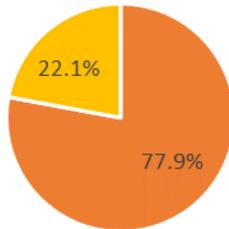| Our mean gender pay gap	-2.7%
Our median gender pay gap	-5.0%

(hourly pay difference between male and female employees)
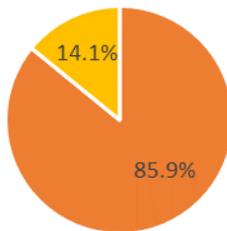
Pay quartiles by gender

Lower quartile

22.1%

77.9%

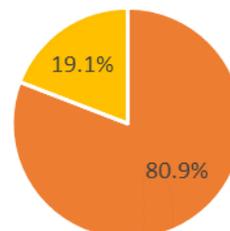■ Males ■ Females

Lower middle quartile

3.1%

96.9%
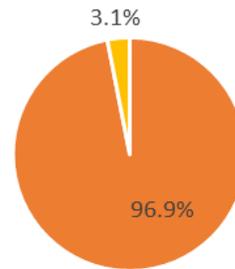
■ Males ■ Females

Upper middle quartile

14.1%

85.9%

■ Males ■ Females

Upper quartile

19.1%

80.9%

■ Males ■ Females

BISLEY

Bonus gender pay gap

Proportion of males receiving bonus pay

49.2% 50.8%

■ Males paid bonus   ■ Males not paid bonus

Proportion of females receiving bonus pay

45.3% 54.7%

■ Females paid bonus   ■ Females not paid bonus
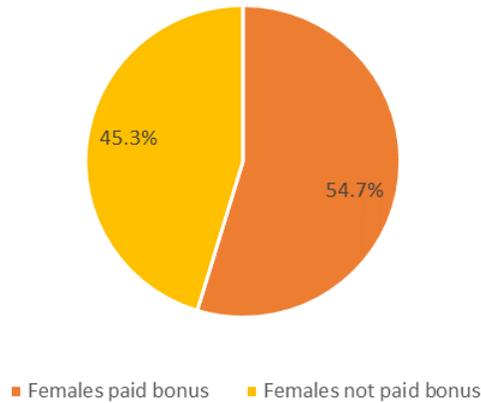
Our mean gender bonus gap	-123.2%
Our median gender bonus gap	0.0%

(difference in bonus payments between male and female employees)

Should you have any queries regarding the data, do not hesitate to contact a member of the HR Department.

Phil Westcott
Group HR Manager

BISLEY