



## **Gender Pay Gap Reporting**

As an employer of over 250 employees, effective from 4<sup>th</sup> April 2018, we have been 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 6 calculations (see below) that show the difference between the average earnings of men and women in our organization, 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 5<sup>th</sup> April 2019 on our own website and the Governments online reporting service by 4<sup>th</sup> April 2020.

Should you have any queries regarding the data, do not hesitate to contact me.

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<b>The Mean Gender Pay Gap</b>		(599 Employees)
From Pay Period Sheet:-		
Mean Hourly Rate of Pay - 508 Males		£11.73
Mean Hourly Rate of Pay - 91 Females		£12.43
<b>Calculation</b>		<b>-6.0%</b>

<b>The Median Gender Pay Gap</b>		(599 Employees)
From Pay Period Sheet:-		
Median Hourly Rate of Pay - Value - Male		£9.37
Median Hourly Rate of Pay - Value - Female		£9.78
<b>Calculation</b>		<b>-4.4%</b>

<b>The Mean Bonus Gender Pay Gap</b>		(12M to 05/04/2019)
From Bonus & Commission Sheet:-		
Mean Bonus Pay - Males	31 Males	£4,918.94
Mean Bonus Pay - Females	15 Females	£4,619.88
<b>Calculation</b>		<b>6.1%</b>

<b>The Median Bonus Gender Pay Gap</b>		(12M to 05/04/2019)
From Bonus & Commission Sheet:-		
Median Bonus Pay	31 Males	£1,745.00
Median Bonus Pay	15 Females	£2,720.00
<b>Calculation</b>		<b>-55.9%</b>

<b>The Proportion of Males and Females receiving a bonus payment</b>	
Percentage of Males receiving a bonus/ comm in period	<b>6.1%</b>
Percentage of Females receiving a bonus/comm in period	<b>16.5%</b>

<b>The Proportion of Males and Females in each Quartile Pay Band</b>		
From Quartile Sheets:-		
<b>Lower Quartile -total 149</b>	Males	<b>78.5%</b>
	Females	<b>21.5%</b>
<b>Lower Middle Quartile -total 150</b>	Males	<b>96.7%</b>
	Females	<b>3.3%</b>
<b>Upper Middle Quartile -total 150</b>	Males	<b>86.0%</b>
	Females	<b>14.0%</b>
<b>Upper Quartile -total 150</b>	Males	<b>78.0%</b>
	Females	<b>22.0%</b>