

GENDER PAY GAP REPORTING – SNAPSHOT AS AT 5 APRIL 2019

Why do we have a gender pay gap?

Ward strongly believe in equal opportunities for all of its employees and in paying them equally for the same or equivalent job role.

The results of this report shows that females are still underrepresented in the business but the reasons for this remain the same as females are more likely to be office based employees and not employed in operational roles. Over a third of our workforce are HGV drivers and all are male despite the fact that we would welcome female drivers into our business.

When we consider year on year comparison, we see positive trends in the form of a narrower hourly pay gap at both means and median. We see a widening of the bonus gap, mostly noticeable for the mean, now in favour of females. We also observe decreased bonus participation for both genders, most noticeably for males.

The report highlights that our industry needs to encourage more females to take on these roles that are predominately male based.

1. Introduction

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. Total Reward Group has been tasked with providing the gender pay gap reporting requirements for Ward as of the 5th of April 2019 snapshot date.

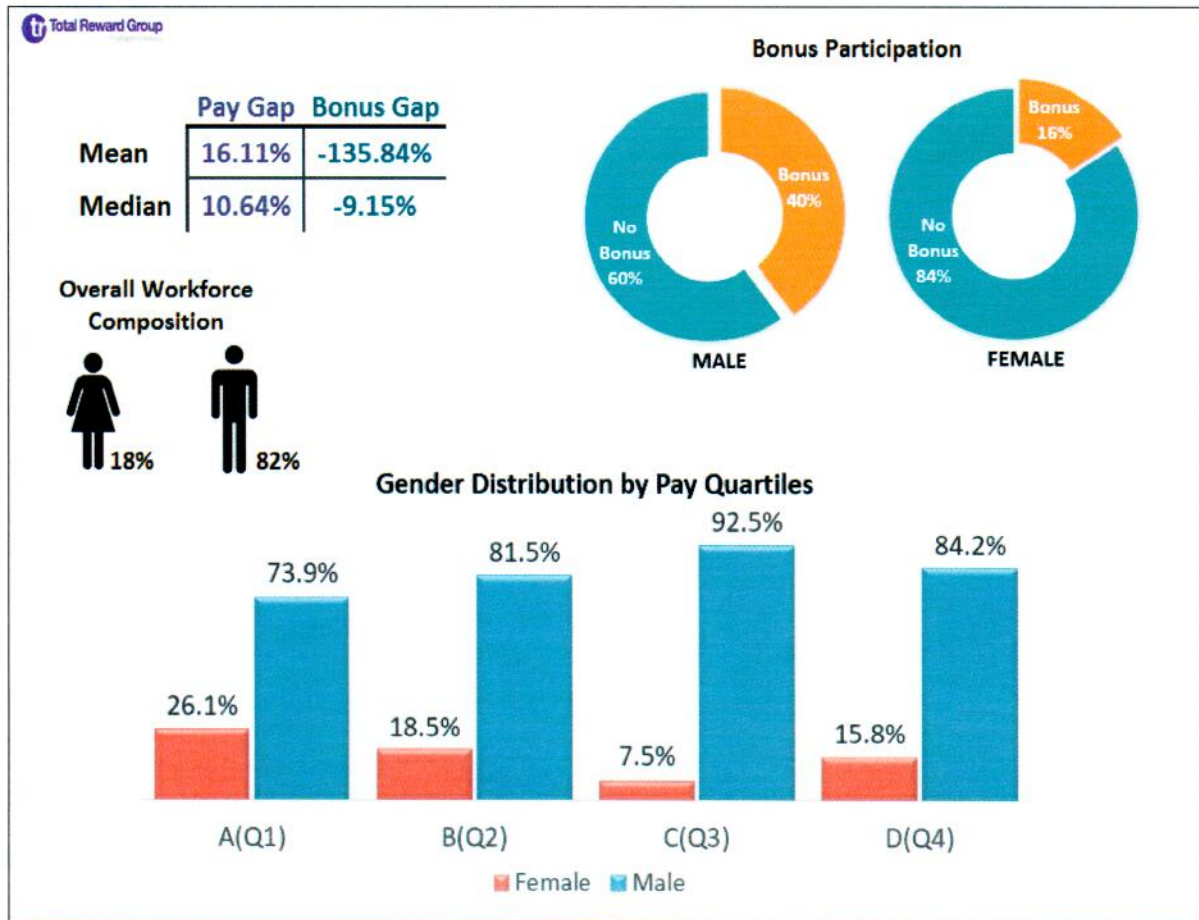
A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

The calculations make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

2. Overview of Gender Pay Gap Key Figures



3. Understanding the Data

Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 16.11%, this is slightly below the national mean of 17.1%, according to the Office of National Statistics, 2018.



Median Hourly Pay Rates

The median hourly rates are currently favouring male employees by 10.64% which again is below the national median of 17.9% according to the Office of National Statistics, 2018.



Bonus Payments and Participation

The bonus gap at Ward is currently favouring female employees at the mean by 135.84% and at the median by 9.15%. This indicates that the data set is very skewed, with significantly higher bonus awards being delivered in the smaller female data set (n= 10) compared to a much wider range in the much bigger male data set (n= 116) who are in receipt of bonuses.

Mean Bonus Payments

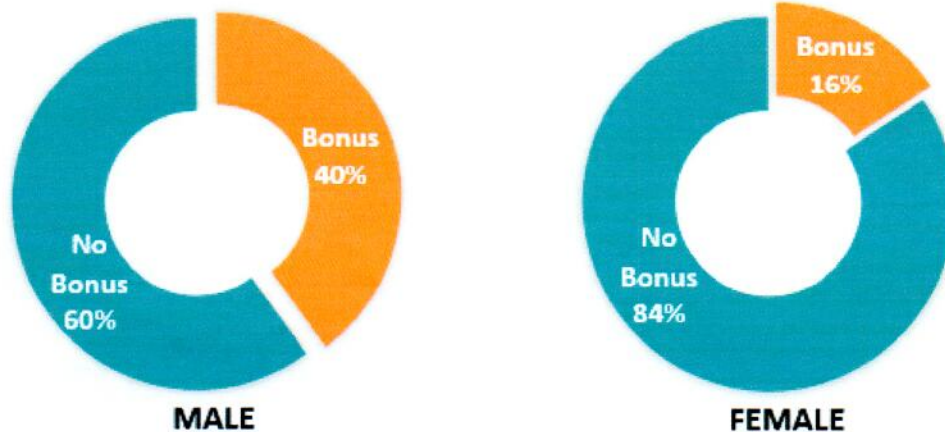


Median Bonus Payments



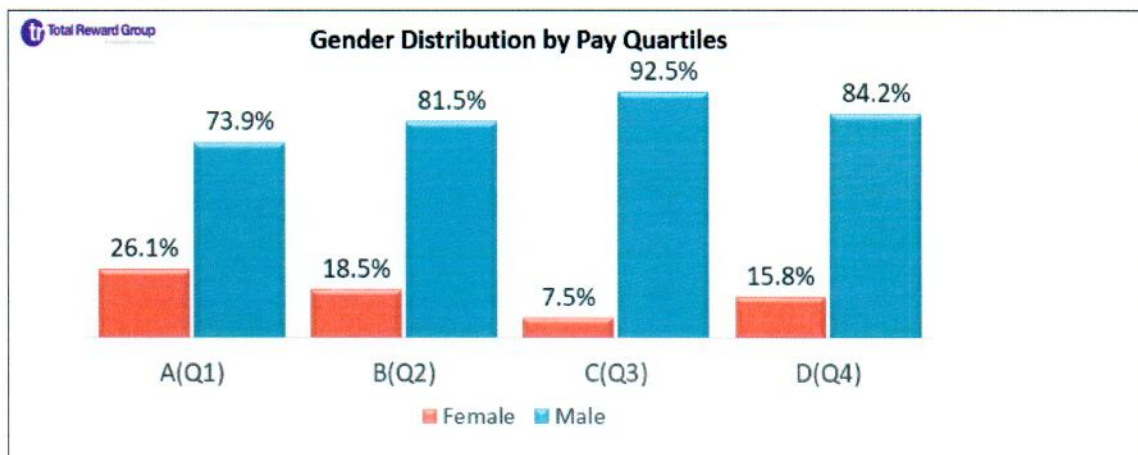
Bonus Participation

From the pie charts below we can see that a considerably higher proportion of male than female employees are in receipt of a bonus.






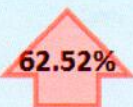
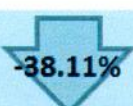

Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are significantly underrepresented across all of the pay quartiles, most notably in the second highest pay quartile.



4. Year on Year Comparison

When we consider year on year comparison, we see positive trends in the form of a narrower hourly pay gap at both the mean and median. We see a widening of the bonus gap, most notably for the mean, now in favour of females. We also observe decreased bonus participation for both genders, most noticeably for males.

	2017	2018	2019	2019 Vs 2018
Mean Gender Pay Gap	34.48%	46.53%	16.11%	 -30.42%
Median Gender Pay Gap	35.01%	27.58%	10.64%	 -16.94%
Mean Gender Bonus Gap	-61.12%	60.65%	-135.84%	 -196.49%
Median Gender Bonus Gap	-45.78%	-71.67%	-9.15%	 62.52%
Males receiving bonus	67.00%	78.11%	40.00%	 -38.11%
Females receiving bonus	25.00%	26.15%	15.63%	 -10.53%