

GENDER PAY GAP REPORTING – SNAPSHOT DATE 5 APRIL 2017

Why do we have a gender pay gap?

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

The results of the report show that mainly females are underrepresented in the business but the reasons for this are that females are more likely to be office based employees and not employed in operational roles. An example of this is that a third of our workforce are HGV drivers and all are male. We would welcome female drivers in our business.

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

Introduction

In light of the recent Government Regulations regarding Mandatory Gender Pay Gap Reporting, Total Reward Group have been tasked with providing the gender pay gap reporting requirements for Ward as of the 5th of April 2017 snapshot date.

Mandatory Gender Pay Gap Reporting applies to all private and voluntary sector employers in England, Wales and Scotland with at least 250 employees as of the 5th of April 2017 snapshot date. 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.

Mean Hourly Rates

The mean hourly rates are currently favouring male employees by 34.48 %, this is above the national mean of 17.4% according to the Office of National Statistics, 2017. This is due to the fact that there is a higher proportion of males in middle and senior management roles.



Median Hourly Rates

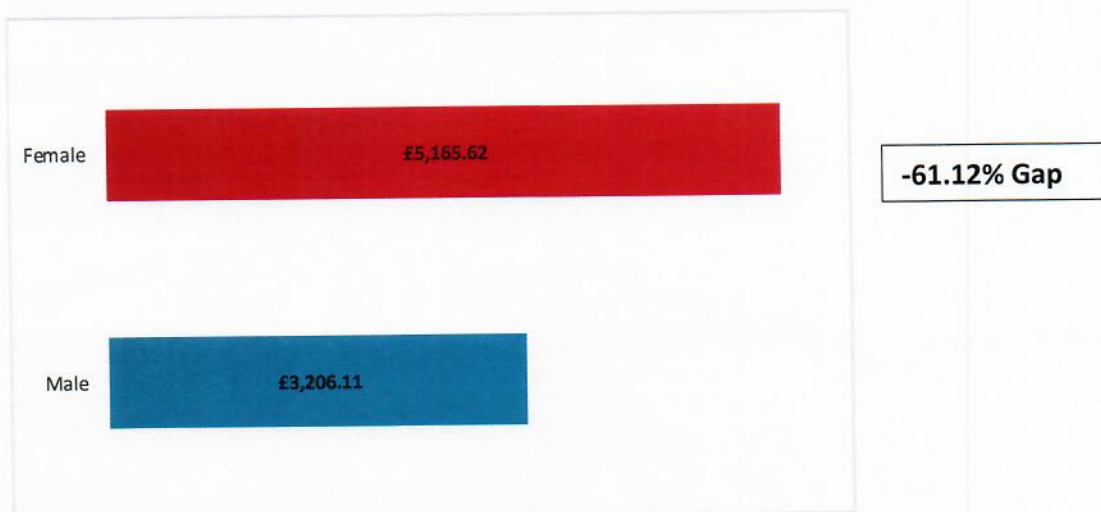
The median hourly rates are currently favouring male employees by 35.01%, which is above the national median of 18.4% according to the Office of National Statistics, 2017.



Bonus Payments and Participation

The mean bonus gap at Ward is currently favouring female employees by 61.12%, and favouring female employees at the median by 45.78%. From the pie charts below we can see that a very small proportion of female employees are receiving a bonus (based on a headcount of 13), relative to a higher proportion of male employees who are receiving a bonus, albeit on average, for lower amounts.

Mean Bonus Payments



Median Bonus Payments



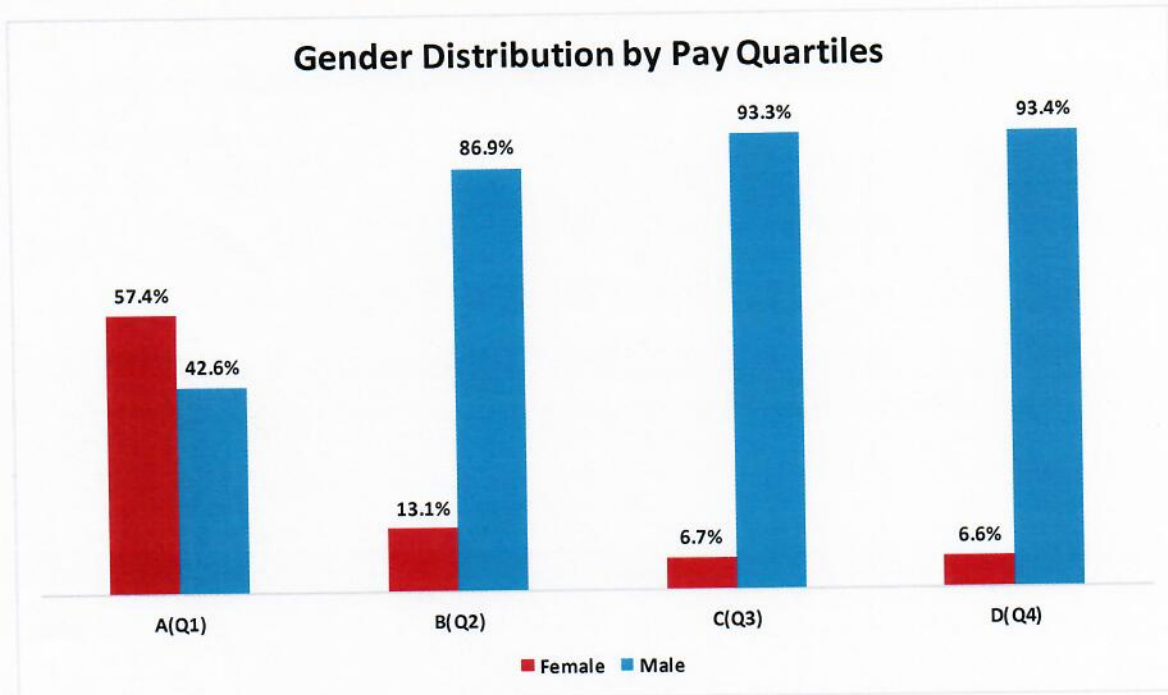
Bonus Participation

From the pie charts below we can see that a higher proportion of male employees are receiving a bonus.



Career Paths and Earnings

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 the top three quartiles, and slightly overrepresented at the lowest pay quartile.



Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2018, and annually thereafter

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:

- A. Lowest paid to lower quartile
- B. Lower quartile to median
- C. Median to upper quartile
- D. Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.