

2017 GENDER PAY GAP REPORT



GENDER PAY GAP REPORTING

Spicerhaart believe that there are job opportunities for everyone regardless of gender.

Spicerhaart aim to recruit and maintain a gender balanced workforce, to accurately reflect the customers and communities we serve to ensure that our employees can be themselves in the workplace and be in an expert in the geographical area.

Spicerhaart are committed to supporting women in the workplace and addressing gender representation.

The Gender pay gap and how it is calculated

The median gender pay gap compares the pay (all pay including commission) of females in the middle of the pay scale (lowest to highest) and the pay of the males in the middle of the pay scale.

The mean gender pay gap shows the difference in the hourly rate of pay between men and women in a company. This is different from equal pay which looks at pay differences in men and women carrying out the same role.

Our mean (average) gender pay gap is **17.1%**.

Our median (middle) gender pay gap is **8.4%** which is lower than the national average at **18.1%**. This is the difference in the median hourly rate of pay for full time male relevant employees and that of female relevant employees.

Mean Bonus Gap

This is the difference between the mean bonus paid to male employees and of that paid to female employees. Spicerhaart's mean bonus gap is **30.4%**.

Median Bonus Pay Gap

This is the difference between the median bonus paid to male employees and that paid to female employees. Spicerhaart's median bonus gap is **45.4%**.

Proportion of Employees receiving a 2016 bonus (including commission)

Male 92.3% Female 86.3%

QUARTILE PAY BANDS

The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



Male 47% Female 53%

Lower Middle Quartile



Male 48% Female 52%

Upper Middle Quartile



Male 50% Female 50%

Upper Quartile



Male 61% Female 39%