

## Annual Gender Pay Gap Report – For the period to April 2019

With effect from 2017 it has become a legal requirement for companies with 250 or more employees to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires an organisation to make calculations based on employee gender. This has been established by using existing HR and payroll records.

This involves carrying out six calculations that show the difference between the average earnings of men and women in the organisation; it does not involve publishing individual employee's data.

Stockvale Ltd supports the fair treatment and reward of all employees irrespective of gender. The Company operates a fair and consistent recruitment process and is committed to promoting a diverse workforce across the business at all levels.

### Basis for Gender Pay Gap Reporting:

The mean hourly rate is the average hourly wage across the entire Company so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

### Headline Gender Pay Gap figures:

Category	Percentage
Mean gender pay gap in hourly pay	17.4%
Median gender pay gap in hourly pay	0%
Mean Bonus gender pay gap	52.28%
Median Bonus gender pay gap	30.23%
Proportion of male employees receiving a bonus	36.78%
Proportion of female employees receiving a bonus	18.82%

The headline mean figure of 21.4% is due to the majority of senior management positions being held by men.

The mean bonus figure is due to the most senior and highest remunerated positions in the Company being held by a male.

We operate in a business which is seasonal and employ many of our younger team members in the summer months.

### **Pay Quartiles by Gender:**

The quartiles below show the proportion of male and female full-pay relevant employees split into four pay bands. The quartile bands have been calculated by ranking these employees from highest to lowest paid. They have been divided into four equal parts with the percentage of men and women in each of these quartile bands then calculated.

<b>Percentage of males/females in each pay quartile</b>	<b>Male</b>	<b>Female</b>
Upper Quartile	66.7%	33.3%
Upper Middle Quartile	54.3%	45.7%
Lower Middle Quartile	51.8%	48.2%
Lower Quartile	32.5%	67.5%

From this analysis we can see that overall the Company employees a comparable number of male and female employees, although the percentage of males/ females in each pay quartile differ. The most significant differential is in the upper quartile, which would include the more senior employees in terms of pay, including Director Salaries.

### **Stockvale Limited Gender Pay Gap:**

Stockvale is committed to equal opportunities and equal treatment for all employees. The Company has a number of policies in place to support this principle.

The Company is confident that its gender pay gap is the result of the roles in which men and women work within the Company and the salaries that these roles attract. However, the Company remains committed to reducing this gap and continuing to present itself as a good employer.

### **Certified and confirmed as accurate by:**



Maxine Bean  
Finance Director