

# Gender pay gap overview

## 2017 snapshot

The following figures shows our mean and median pay gap, for both hourly pay and bonus, for UK employees, as at the snapshot date (i.e. 5 April 2017 for pay, and the 12 months reference period up to 5 April 2017 for bonus), calculated in accordance with the statutory method:

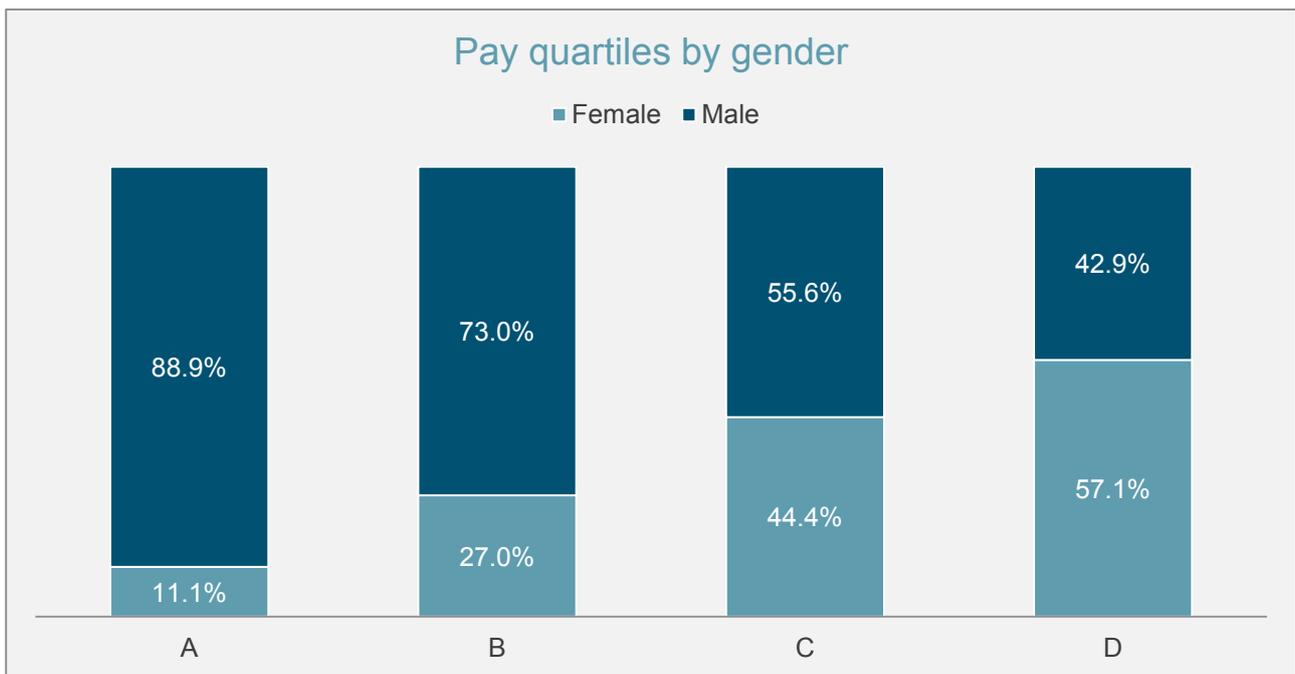
The mean gender pay gap for HR Wallingford Ltd is 30%.

The median gender pay gap for HR Wallingford Ltd is 30.5%.

The mean gender bonus gap for HR Wallingford Ltd is -113.2%.

The median gender bonus gap for HR Wallingford Ltd is 0%.

The proportion of male employees in HR Wallingford Ltd receiving a bonus is 1.6% and the proportion of female employees receiving a bonus is 3.1%.



Band	Description
A	Includes all employees whose standard hourly rate places them above the upper quartile
B	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
C	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
D	Includes all employees whose standard hourly rate places them at or below the lower quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## What are the figures telling us?

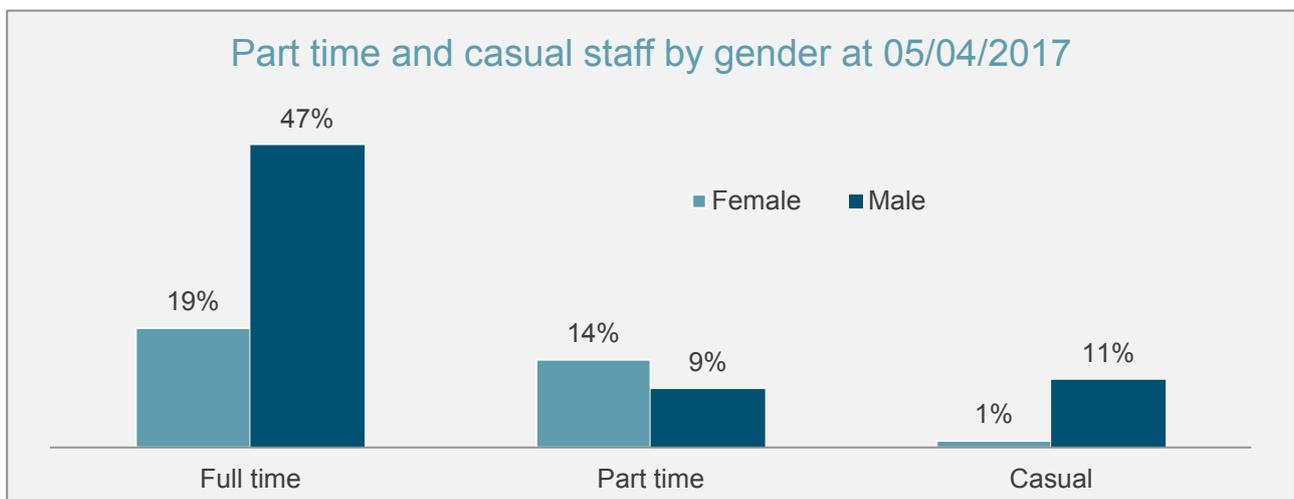
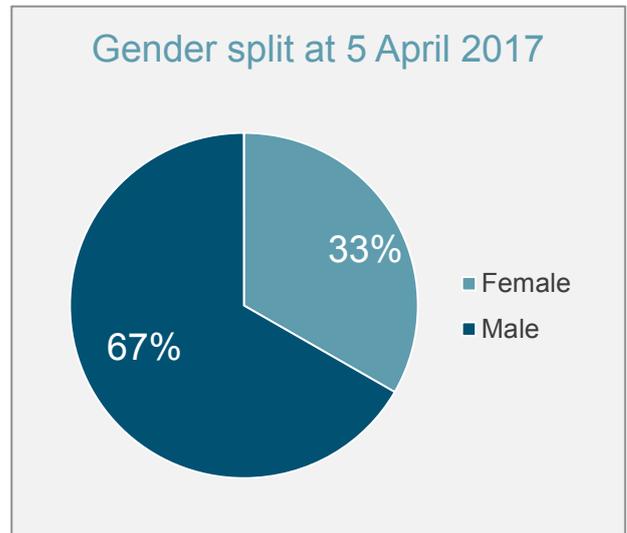
The mean average provides a good overall indication of the gender pay gap, but we are aware that very large or small pay rates can ‘dominate’ and mislead the answer. Our mean pay averages incorporate a number of different industries as we have both a consultancy/research business as well as a facilities business. This results in a wide disparity of roles in which we are comparing pay rates ranging from a catering assistant to a Chief Executive. Although there are very few of these roles they influence the mean average.

The median averages indicate to us what the ‘typical’ situation is. These figures are heavily impacted by the disproportionate male to female ratios in the organisation in the senior management team, business development team and technical director team.

The mean and median bonus figures have been influenced by the fact that only one team in HR Wallingford Ltd (Howbery Park Estates) receives a bonus and the majority of staff within that team are female. The minus figure indicates that, when calculated as a mean, our gender bonus gap favours women.

Our quartile statistics outline the fact that we have a higher proportion of female employees in more junior roles and a higher proportion of men in more senior roles. For example, our Rank 7-10 roles are mainly (73% upwards) performed by male employees, with our most senior rank 10 dominated by males.

HR Wallingford has traditionally been male dominated due in part to women in the engineering profession being underrepresented. Although this is slowly changing as we see more equitable gender recruitment in our ranks 5 and 6 this has resulted in higher proportion of men in senior role, particularly as many of our employees have a significant amount of service with us. This slow turnover can limit the opportunity for new recruits, including women, to move into more senior roles.



## Our commitment

Our commitment is to work hard to improve these statistics. We have established an internal Diversity Group to implement an action plan. We have already renewed our membership with WISE (Women In Science and Engineering). Our action plan will be based on the WISE ten steps as a matter of best practise:

<https://www.wisecampaign.org.uk/consultancy/industry-led-ten-steps/10-steps>

We are confident we pay equal pay for equivalent work. We recognise that our gender pay gap is larger than the national average and we are committed to reducing the gap and ensuring equality exists in all areas of the workplace.

We know that our gender pay gap is a symptom of wider structural, cultural and employment conditions. One of the factors affecting the pay gap is gender disparity caused by the uneven distribution of males and females in senior management roles. We need to ask ourselves why females are not equally part of the senior management team. We will meet with some of our female staff to seek their views on barriers to inclusion, opportunities and progression of women in our organisation. This will help us to develop and build on our WISE (Women In Science and Engineering) 10 step plan.



Dr Bruce Tomlinson, Chief Executive