

## Employee Communication

# Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between men and women in our organisation; it will not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website. We will do this within one year of 5<sup>th</sup> April 2019.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The challenge in our organisation, and across Great Britain, is to eliminate any gender pay gap.

We intend to tackle our gender pay gap by benchmarking job roles and salaries with UK salary data collated by the HR team.

Gender Pay reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR & Payroll records.

**Terry Kendrew**  
**Managing Director**