



GENDER PAY REPORT

APRIL 2019 – APRIL 2020



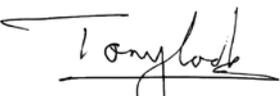
Introduction

At PenCarrie, we aspire to be an outstanding place to work. We are committed to creating an inclusive work environment upholding the principles of equal opportunities and inclusion for all.

We are pleased with some of the results for this year's data but acknowledge that with around two thirds of team members furloughed at the time of the snapshot during early lockdown, this has had a significant impact on the data, and as our first year of reporting, we expect future years to be a little different.

Even with some really pleasing data, there is always room for improvement, and we will use this data to focus our attention on ways to improve or remove gaps. With a business of over 30 years' history, we know changes don't happen overnight so we will take steps to make a sustainable difference in the long term.


Nicci Gratwicke
Director


Tony Lock
Managing Director

Understanding Gender Pay Data

The mean pay gap is the % difference between the average rate of pay/bonus of male and female team members.

The median gap is the % difference between the midpoint of the lowest and highest paid male and female team members.

The mean gender pay gap for the UK was 14.6% and the median gender pay gap for the UK was 15.5% in 2020 as taken from 2020 Office for National Statistics Annual Survey of Hours and Earnings report.

[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)



The mean Gender Pay Gap UK = 14.6%



The median Gender Pay Gap UK = 15.5%

PenCarrie Gender Pay Data



The mean gender pay gap at PenCarrie is -5%



The median gender pay gap at PenCarrie is -10.7%

We are pleased our mean and median gender pay gaps are well below the national average, but are aware there is still work to be done. The negative percentage figures indicate that typically male employees have lower pay than female employees. We are aware that at the time of the snapshot, we had significantly less female than male team members working as many of the team were furloughed and hence not included in the data. Of the snapshot data, most of the females were in higher quartile roles, whereas the males were an even spread across all quartiles contributing to the higher median pay gap.

The Proportion Of Males & Females In Each Quartiles Pay Band

The snapshot data shows we have more males than females in all quartiles. However, we are confident that from our actual headcount, our top and upper middle quartiles have a good balance of male and female including 4 females out of the 10 senior management team.



Top Quartile
Male: 64.7% | Female: 35.3%



Lower Middle Quartile
Male: 58.8% | Female: 41.2%



Upper Middle Quartile
Male: 68.8% | Female: 31.2%



Bottom Quartile
Male: 81.2% | Female: 18.8%

PenCarrie Bonus Data



The mean bonus
gender pay gap
49.3%



The median bonus
gender pay gap
15.1%



The proportion of
males receiving a
bonus payment
82.4%



The proportion of
females receiving a
bonus payment
88.6%

The mean and median bonus gender pay gap suggests some work to be done. We are aware our data is impacted by a separate bonus scheme for directors and also the senior management team. Our scores here are impacted by our bonus being paid in relation to the number of hours worked per week, and our bonus gender pay gaps reflect our policy of supporting flexible working where the relative proportion of females working part-time is far higher than males at PenCarrie, including at senior management levels.

Bonus is not paid during the first six months of employment, and the gender split of more males than females starting in the six months before this snapshot contributes to the difference in the percentage of genders receiving a bonus payment.

What good practices have we embedded and will continue?

- ✓ Consciously improving to be an equal opportunities employer.
- ✓ Supporting flexible working options in the business wherever possible.
- ✓ Ensuring we have females, and opportunities for females, in senior positions in the business, and training and development opportunities in place for all team members to progress.
- ✓ Supporting team members during pregnancy, maternity/paternity/adoption leave and on their return to work.
- ✓ Maintaining a transparent and robust selection process at interviews.

What actions can we take to improve any gaps?

- ✓ Increase training and awareness around equality, diversity and inclusion.
- ✓ Actively discuss the gender pay report with our teams to gain feedback from our team members across the business.
- ✓ Review how we pay bonus to team members.
- ✓ Regularly review exit interviews for feedback.