

The Alan Nuttall Partnership Limited
Gender Pay Gap Reporting
2017 to 2018 gender pay gap data

Address: Orchard House Dodwells Road, Hinckley, Leicestershire, United Kingdom, LE10 3BZ

Sector: Manufacturing

Overview:

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 the average earnings of 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 calendar year of April 5th 2017.

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.

Calculations:

1	Difference in mean hourly rate of pay - mean	12.2%	
2	Difference in median hourly rate of pay - median	0.4%	
3	Difference in mean bonus pay - mean	100.0%	
4	Difference in median bonus pay - median	100.0%	
5	Percentage of employees who received bonus pay	Male	Female
		1.3%	0.0%
6	Employees by pay quartile	Male	Female
	Upper	88.5%	11.5%
	Upper middle	85.6%	14.4%
	Lower middle	83.2%	16.8%
	Lower	89.4%	10.6%

Size of organisation - number of employees within our organisation 500 to 999

Written Statement:

I confirm that the above information is accurate



Nino Calandra, MD The Alan Nuttall Partnership Ltd

Supporting Narrative:

The split of our workforce is 87% male & 13% female, so in relation to the results of the pay quartiles it is very encouraging that this is equally split across all four quartiles. In relation to the 1.3% of bonuses paid this relates to a prior year where payments were deferred.

Date reported to HMRC: 21st February 2018