

2018 TO 2019 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 employee’s 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 2018.

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	7.1%	
2	Difference in median hourly rate of pay - median	-2.6%	
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 0.0%	Female 1.5%
6	Employees by pay quartile	Male	Female
	Upper	84.7%	15.3%
	Upper middle	83.9%	16.1%
	Lower middle	86.4%	13.6%
	Lower	88.1%	11.9%

Size of organisation - number of employees within our organisation 250 to 499

Written Statement:

I confirm that the above information is accurate



Mr Darren Emms, Company Secretary - The Alan Nuttall Partnership Ltd

Supporting Narrative:

The split of our workforce is 86% male & 14% female, so in relation to the results of the pay quartiles females represent a higher percentage split in the upper and upper middle and is very encouraging that this is equally split across all four quartiles. In relation to bonuses this was only paid to females in the reporting period.

Date reported to HMRC: 20th February 2019