

Gender Pay Gap Report – 2018

Restore Harrow Green

At Restore Harrow Green we are committed to becoming an inclusive place to work, where all colleagues can reach their true potential in the job that they chose to do.

We are committed to having a diverse and inclusive workforce made up of people from a wide range of backgrounds. Not only is this the right thing to do, but we believe that it will give us a competitive advantage as colleagues have the opportunity to contribute to the overall success of the business and deliver outstanding levels of service to our customers.

The gender balance of our workforce reflects the hard physical nature of the frontline operational work carried out by our people when serving our customers.

To support equality we must have fair pay. Restore Harrow Green are committed to paying colleagues equally and fairly for the job that they hold. Gender Pay Gap reporting gives our business the impetus to look hard at how well we are achieving our objective.

Nigel Dews

Managing Director

Restore - Harrow Green

What is a Gender Pay Gap?

A gender pay gap measures the difference between male and female average hourly earnings across a whole organisation, irrespective of their role or seniority. It is expressed as a percentage of male pay.

It does not look at 'like for like' role comparisons, so if an organisation has more men in senior roles and/or more women in junior roles, it will have a gender pay gap.

Why report on Gender Pay

Gender Pay Reporting legislation came into force in April 2017. It requires employers with 250 or more employees to report annually on six key measures.

The purpose of this legislation is to put a spotlight on gender pay. It aims to encourage larger employers to put solutions in place to reduce the gap, whilst acknowledging the strategic importance of gender balance and equality for ongoing organisational success.

Gender Pay Gap - the six UK government measures

1. Mean gender pay gap – difference between average hourly earnings of men and women.
2. Median gender pay gap – difference between the midpoints in the ranges of hourly earnings of men and women, lines up all salaries in that sample in order from lowest to highest and pick the middle point.
3. Quartile Pay Bands – the proportions of males and females in the lower, lower middle, upper middle and upper pay ranges.
4. Mean bonus gap – as above, but looking at average bonuses paid rather than salary. (Bonuses are defined as payments that are not basic pay, but relate to performance, so will include commissions, performance bonus, productivity bonus etc. etc.)
5. Median bonus gap – as above but for bonuses rather than salary.
6. Bonus proportions – percentage of men and women receiving a bonus.

Our 2018 Gender Pay Gap figures

This table shows our overall mean and median gender pay gaps based on hourly rates of pay (as at 5th April 2018). It shows a gender pay gap in both the Mean and the Median in favour of women. This reflects the predominance of men in our hourly paid frontline operational job roles and women in our salary based sales, managerial and administrative job roles.

Mean Gender Pay Gap

Overall Mean gender pay gap % -28%

The difference between average hourly earnings of men and women.

Median Gender Pay Gap

Overall Median gender pay gap % -68.2%

The difference between the midpoints in the ranges of hourly earnings of men and women.

Gender distribution by pay quartile

The Charts below show illustrate the gender distribution at Restore Harrow Green across four equally sized quartiles of the workforce (as at 5th April 2018). Each quartile has 90 members of staff.

Quartile 1 - Highest Pay Band

Male 71.4%

Female 28.6%

Quartile 2 - Pay Band

Male 77.8%

Female 22.2%

Quartile 3 - Pay Band

Male 97.8%

Female 2.2%

Quartile 4 - Lowest Pay Band

Male 100%

Female 0%

Bonus Pay

The figures below show our mean and median bonus pay gap in the 12 months leading to 5 April 2018. There was a mean bonus pay gap of 60.1% favouring men. This is a result of proportionally more males in senior job roles and therefore in the quartile where the largest bonuses were paid.

Mean Bonus Pay Gap 60.1%

Median Bonus Pay Gap -300%

Employees receiving Bonus

This is the proportion of males and females receiving a bonus

Male 35.35%

Female 70.83%

Declaration

We confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nigel Dews

Managing Director

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