

GENDER PAY GAP REPORT

Relevant Pay Period = April 2020

Relevant Bonus Period = April 2019 to March 2020.

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Financial Controller and COFA.

Report authorised by: Paul Churchill

Head of Compliance and COLP.

Summary

Under new legislation and in guidance with The Equalities Act (2010) we are required to publish an annual report detailing the difference in pay between Male and Female employees within our business. This report is known as the Gender Pay Gap Report and consists of 6 calculations.

We are pleased to report that we do not have a significant gap in pay between genders, which supports our ethos of equality in the workplace. We are pleased to report that we have managed to reduce the gap even further this year.

Number of Female Employees: 272

Number of Male Employees: 141

The Calculations:

1. The mean gender pay gap between male and female employees is -1.6%.
2. The median gender pay gap between male and female employees is -4.4%.
3. The mean bonus gender pay gap between male and female employees is 13.8%.
4. The median bonus gender pay gap between male and female employees is -24.6%.
5. The proportion of males and females receiving a bonus payment is 94.3% Male and 89.0% Female.
6. The proportion of males and females in each quartile pay band:

	Male	Female
Lower quartile band	45%	55%
Lower middle quartile band	36%	64%
Upper middle quartile band	34%	66%
Upper quartile band	35%	65%
	38%	62%

Comments:

Our calculations show the gender pay gap is weighted towards females, meaning that on average, females in our organisation are earning slightly more than males.

The calculations show that a higher proportion of males received a bonus than females. This is due to us recruiting 26 females and 8 males between January and April. These employees would not yet have qualified for bonuses due to the short time they had been employed.


The mean average bonus gap is 13.8% in favour of males. If you take the above comment into account when reviewing this and remove the new employees who had not yet had the chance to earn bonus but were captured within the relevant employee figure, the gap closes to 8%. The median bonus gap is -26% in favour of females which we think is due to there being an increase in female employees in bonus earning roles.

Looking at the quartile bands, the percentage of females to males is higher in every band, which is correct as we have a higher proportion of females to males across our employees. There are less females in the lower quartile band and more females in the higher bands than last year.

It is still the preferred choice of employees for the female to take maternity leave to care for the child rather than the male. This reduces the earnings and entitlement to bonus of the females for that period of time.

We continue to be mindful of the Gender Pay Gap, but are pleased that the results are generally balanced and that they have improved since last year.

I confirm that the data within this report is accurate.

Signed:  _____

Paul Churchill
Head of Compliance
For and on behalf of O'Neill Patient Solicitors LLP

