

Gender Pay Gap Reporting

Human Resources

Gender Pay Gap Reporting

From 2017 onward, employers with 250 or more employees are required by the government to publish data on their gender pay gap in six different ways; the mean and median gender pay gap, the mean and median gender bonus gap, the proportion of men and women receiving a bonus and the proportion of men and women by quartile pay bands.

In order to understand our data some context about Accuro FM Limited may help. We began in 1995 with an initial aim to provide both hard and soft FM services to our business partners within the health sectors. This initial base has now expanded to cover the growing education markets with special emphasis on the provision of Soft services FM expertise

It will come as no surprise that, in common with many in the soft service sector of the FM industry, we employ a predominantly female employee population. Given that 74% of our population is female, and our middle tier management make up only 4.43% of our work force.

Almost 72.69% of our female operations employee population are in the lower quartile, with less than 2.5% in the upper quartile. Given these factors, the profile of our population has an impact on the gender pay gap. A high proportion of staff work part time and on average only 81.23% of standard FTE

Male employees outnumber females at the higher levels, at the snapshot date we employed zero females at Director Level. We are committed to addressing the gender pay gap and have already prioritised initiatives to help us bring about change. We are working specifically with women in leadership and management roles to help them enhance their contributions and excel within the organisation. We have introduced a variety of approaches around flexible working. We have made and continue to make progress but there is a great deal more to do.

We are building a long-term future for our business around a value based culture that is respectful and inclusive. We are confident that in the coming years we will not just close the gender pay gap but make Accuro FM a fully diverse and inclusive business where colleagues can be their whole selves and produce great, meaningful work.

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

Patrick White – HR Director Accuro FM Limited

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Accuro FM Limited figures are calculated to include all Directors, managers and all contracted staff, including hourly paid.

For the purposes of gender pay gap reporting, our data is based on 293 relevant paid employees.

This is based on April 5th 2017.

When looking at our bonus pay gap it is important to consider:

- **composition** - our employee population is heavily female weighted, with a 80:20 split
- **bonus eligibility** - is dependent on several factors such as date of joining, qualifying period, performance, completion of probation, disciplinary records and absence
- **pro-rata** – there are significantly more female part-time employees; with 66% in the relevant population being female

Gender Pay Gap (All based on hourly rates of pay)

The **mean pay** for men is **23.65%** higher than that of women

The **median pay** for men is **3.78%** higher than that of women

Gender Bonus Gap

- The **mean bonus pay** for men is **45%** higher than that of women
- The **median bonus pay** for men is **10.01%** higher than that of women

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Proportion Of Males & Females Receiving A Bonus

79 employees received a bonus payment, this represents 26.96% of the employee population.

- 46.89% of males received a bonus payment
- 53.10% of females received a bonus payment.

Proportion of Males & Females In Each Quartile

There are a greater proportion of females across the lower and manager/admin quartiles.

Almost 75% of the female population are in the lower two quartiles.

Men		Women
	Top quartile	
0.68%		0.00%
	Upper Middle	
1.37%		0.00%
	Lower Middle	
2.38%		2.04%
	Lower	
20.81%		72.69%