

Gender Pay Gap Reporting

Human Resources

Gender Pay Gap Reporting

Accuro FM was established 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. Many of our employees join us through TUPE transfer and as such have a pre-determined pay rate which can give rise to challenges in balancing fair pay and reward, with the requirement to comply with the TUPE regulations.

This is the second time we have been required to publish our data examining our 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. The calculations are based on hourly rates, and use standard calculations to identify percentages and distributions.

In common with many companies operating in the soft service sector of the FM industry, we employ a predominantly female employee population, with a high proportion of female part time employees. Historically there have been more men than women undertaking roles at a management level within the business which is reflected in the snap shot data for 5th April 2018. Since this data was produced, we have invested significantly in additional development and creation of roles that have been filled by externally recruited or internally promoted women, including a female Director of HR. We have also taken further steps to address historic inequalities in pay rates through our approach to annual pay reviews.

We are proud of our profit-sharing bonus which rewards the efforts of eligible employees which is calculated on a pro rata basis. Most of our part time staff who are eligible for this bonus are female, and this does have a statistically significant influence on the calculations. The percentage of actual salary paid as bonus is consistent to the role, regardless of the gender of the post holder.

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

Alison Powell – HR Director Accuro FM Limited

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Accuro FM Limited figures are calculated to include all Directors, managers and all contracted staff, on an hourly rate basis.

For the purposes of gender pay gap reporting, our data is based on 443 relevant paid employees.

This is a snapshot of data reflecting April 5th 2018.

Gender Pay Gap

The **mean pay** for men is **27.78%** higher than that of women

The **median pay** for men is **5.66%** higher than that of women

Gender Bonus Gap

The **mean bonus** pay for men is **53.23%** higher than that of women

The **median bonus** pay for men is **54.54%** higher than that of women

Proportion of Males & Females Receiving a Bonus

137 employees received a bonus payment, this represents 30.93% of the employee population.

49.41% of males received a bonus payment, and 26.46% of females received a bonus payment.

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Proportion of Males & Females in Each Quartile

Quartiles are calculated based on hourly rates, arranged from lowest to highest rates.

Men		Women
	Upper quartile	
30.33%		69.97%
	Upper Middle	
14.41%		85.59%
	Lower Middle	
13.11%		86.68%
	Lower	
14.41%		85.59%