

# Gender Pay Gap Reporting

Human Resources

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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 fourth time we have examined 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 2020. We have continued to address historic inequalities in pay rates through our approach to annual pay reviews and new appointments, using a set rate band for comparable roles for directly recruited colleagues.

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, especially this year when many new employees received a small bonus for the first time. 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 direct employed Directors, managers and all contracted staff, on an hourly rate basis.

For the purposes of gender pay gap reporting, our data is based on 592 relevant paid employees.

This is a snapshot of data reflecting April 5th 2020.

## Gender Pay Gap

The mean pay for men is **16%** higher than that of women

The median pay for men is **4%** higher than that of women

## Gender Bonus Gap

The mean bonus pay for men is **83%** higher than that of women

The median bonus pay for men is **42%** higher than that of women

## Proportion of Males & Females Receiving a Bonus

**399** employees received a bonus payment, this represents **67%** of the employee population.

**63%** of males received a bonus payment, and **68%** 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
	31.8%	68.2%	
			Upper Middle
	16.2%	83.8%	
			Lower Middle
	11.5%	88.5%	
			Lower
	18.9%	81.1%	