

# Premier Work Support's Gender Pay Gap Report 2016 - 2017

Premier Work Support is a progressive employer who believes equality is one of the key pillars of a successful business.

We are committed to promoting a diverse workforce to active policies which eliminate unfair discrimination. Premier Work Support does not discriminate on any grounds other than the ability to carry out the job. It is strongly recommended that such policies are monitored effectively and we fully support this. Monitoring is essential to ensure that the policies are being properly implemented.

Therefore, we have prepared our first Gender Pay Gap report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

## What is the gender pay gap?

The gender pay gap shows the difference in average pay between men and women. It differs from equal pay as it is not based on men and women receiving the same pay for the same role.

The gender pay gap takes into account every role at all levels within Premier Work Support.

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Reporting must be complete by end of March 2018. Our Gender Pay Gap Report is based on data as at the 5<sup>th</sup> April 2017. The figures shown in our report have been reached using the mechanisms that are set out in the gender pay gap legislation.

The requirement involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

We can use these results to assess:

- the level of gender equality in our organisation
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded



-0.5%

Difference in mean hourly rate of pay

This is the percentage difference between the mean hourly rate of pay for male employees and the mean hourly rate of pay for female employees. Mean averages are calculated by adding up all of the hourly rates of a group of people and then dividing the result by the number of people in the organisation.

1.2%

Difference in median hourly rate of pay

This is the percentage difference between the median hourly rate of pay for male employees and the median hourly rate of pay for female employees. Median averages are calculated by listing all the pay amounts in numerical order and taking the middle amount (or, if there is an even number of amounts, the average of the two central amounts).

0%

Difference in mean bonus pay

This is the percentage difference between the mean average bonus payment received by male employees and the mean average bonus payment received by female employees. Mean averages are calculated by adding up all of the bonus payments of a group of people and dividing the result by the number of people in the organisation.

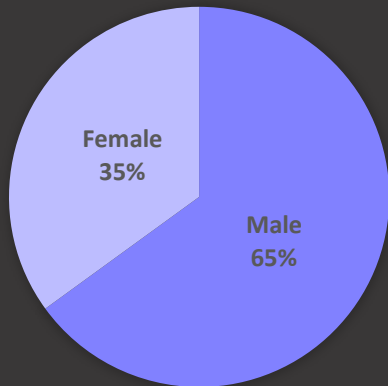
0%

Difference in median bonus pay

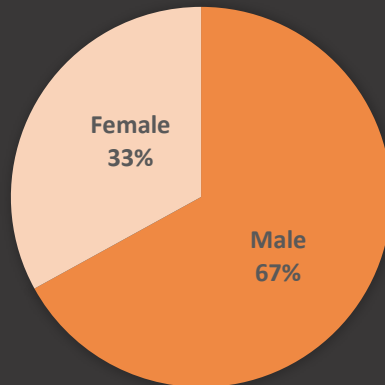
This is the percentage difference between the median bonus payment received by male employees and the median average bonus payment received by female employees. Median averages are calculated by listing all the bonus amounts in numerical order and taking the middle bonus amount (or, if there is an even number of bonus amounts, the average of the two central amounts).

## Employees by pay quartile

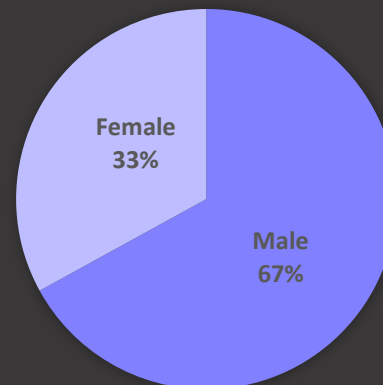
Upper Quartile



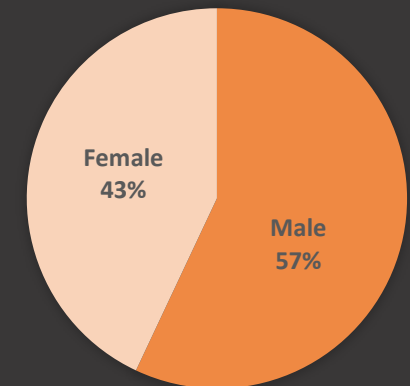
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Percentage of employees who receive bonus pay:

Male 0%

Female 0%

Person responsible in our organisation:  
Joe Green  
Managing Director

Number of employees in our organisation:  
1,000 to 4,999