

Gender Pay Gap Report

Harry Yearsley Ltd is required by law to publish an annual gender pay gap report.

This is a report for the snapshot date of 5 April 2017.

- The mean gender pay gap for Harry Yearsley Ltd is 9.6%.
- The median gender pay gap for Harry Yearsley Ltd is 12.2%.
- The mean gender bonus gap for Harry Yearsley Ltd is 25.5%.
- The median gender bonus gap for Harry Yearsley Ltd is 0%.
- The proportion of male employees in Harry Yearsley Ltd receiving a bonus is 62.3% and the proportion of female employees receiving a bonus is 71.7%.

Pay quartiles by gender

Band	Males	Females	Description
A	75.1%	24.9%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	90.8%	9.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	96.2%	3.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	91.1%	8.9%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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What are the underlying causes of Harry Yearsley Ltd's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Harry Yearsley Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits reviews at regular intervals;
- provides equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Harry Yearsley Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

How does Harry Yearsley Ltd's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to report that Harry Yearsley Ltd's gap compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%. At 9.6%, Harry Yearsley Ltd's mean gender pay gap is, therefore, significantly lower than the UK average.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%. At 12.2%, Harry Yearsley Ltd's median gender pay gap is, therefore, significantly lower than the UK average.

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Comparison with other organisations

	Harry Yearsley Ltd	2017 ONS ASHE whole sector
Mean gender pay gap	9.6%	17.4%
Median gender pay gap	12.2%	18.4%

I, Jonathan Baker, Chief Executive, confirm that the information in this statement is accurate.

For and on behalf of Harry Yearsley Ltd

Signed



Date

05/02/2018