

2019 report for period to 5th April 2018

Mean

Median

Mean and median gender pay gap

The mean gender pay gap between male and female employees at Carnell is -23% (female mean pay is *greater than* male mean pay). The median gap is 16% (male median pay is greater than female median pay). We are required to publish both figures, as the two are fundamentally different measures.

-23%

16%

The mean measures the difference between the 'average of all salaries' for male and female, while the median is calculated using the midpoint salary for each gender

Mean and median bonus gap

Similarly, the mean bonus gap measures the difference between the 'average of all bonus payments' for male and female, while the median is calculated using the midpoint bonus value for each gender

-79%

-68%

Both values are negative, indicating that average female bonus is greater than male bonus pay under both calculations

Proportion of men and women in each quartile of the organisations pay structure

The chart opposite shows the distribution of gender across four equal quartiles of seniority by pay from the lowest 25% of earners to the highest 25% of earners.

In the lower quartile of the organisation that represents the most junior and lower paid roles, there are 86% men and 14% women. In the upper quartile which contains the most senior and higher paid roles, 91% are men, and 9% are women.

Therefore, whilst women may be somewhat 'over represented' in the lower quartile, they are also 'over represented' in the upper quartile

Upper	Upper Middle	Lower Middle	Lower
91%	98%	95%	86%
9%	2%	5%	14%

	Male
	Female

Proportion of employees receiving a bonus payment

Male

Female

47%

77%

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Conal Neafcy
Finance & HR Director
Carnell Support Services Limited



GENDER PAYGAP REPORTING 2019

The company is pleased to present its first gender pay gap report in 2019, for the relevant period ending with the 'snapshot date' 5th April 2018.

The company notes that the results presented on the headline gender pay gap statistic are somewhat contradictory between mean and median; this reflects that the company employed 262 people on the snapshot date, which whilst over the reporting threshold, is still a small enough number that anomalies will arise relating to small numbers of relatively highly paid employees. However, the company takes the view that the gender paygap in favour of females (mean), and in favour of males (median) presents a balanced picture that reflects the company's commitment to equality.

Pay structures in the business are fundamentally different for weekly paid site based workers and monthly paid staff; site based workers make up the majority of the workforce (almost 71% at the snapshot date), and their pay structure includes enhancements for night work; overtime is also regularly paid. Monthly paid (non-site) workers will not typically benefit from either of these pay enhancements, but are incentivised on performance using performance related pay/bonus. As females are more highly represented in our staff headcount than in our safety critical site work, this results in a 'bonus gap' that moves significantly in favour of females. This is not a gender based gap, but rather a reflection of the composition of the workforce between site based and staff

In summary, the business believes that the statutory reporting on gender paygap reflects positively on what we believe to be a balanced and fair approach to employee remuneration; the business also remains committed to monitoring movements in gender paygap, and ensuring that equality of opportunity and fairness in pay remains embedded in the culture of the business both in recruitment and in promotion

Conal Neafcy
Finance & HR Director
Carnell Support Services Limited