

Liberty Bishop (UK) Ltd – Gender Pay Gap Report 2017-2018

What is Gender Pay Gap Reporting?

In 2017 new regulations were introduced requiring all employers with more than 250 employees to publish their organisation's gender pay gap data. The regulations are known as the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Put simply, the gender pay gap is a measure of the difference between the average earnings of male and female employees across an organisation.

The presence of a gender pay gap does not necessarily mean that there is an issue with pay equality within an organisation. A gender pay gap could be, for example, the result of a gender imbalance in the various levels of roles available within an organisation, perhaps due to the sector or industry in which the organisation resides.

What information must be reported?

An organisation that is required to report its gender pay gap data must calculate and publish the following information:

- Its mean gender pay gap
- Its median gender pay gap
- Its mean bonus gender pay gap
- Its median bonus gender pay gap
- Its proportion of males receiving a bonus payment
- Its proportion of females receiving a bonus payment
- Its proportion of males and females in each quartile pay band
- A written statement authorised by an appropriate senior person confirming the accuracy of their organisation's calculations

The information must be published on the organisation's own website and also on the government's designated website at www.gov.uk/genderpaygap

Mean and median averages

The mean average is the most commonly used average and is calculated by adding together all the values in a data set and dividing the result by the number of values in that data set. For example, the mean average for the data set 2, 4, 8, 61 and 100 is 35, calculated as the sum of the data set (175) divided by the number of values in the data set (5).

The mean average will provide an indication of the overall gender pay gap for an organisation.

The median average is simply the middle value in a list of numbers. It is calculated by first sorting the numbers in a data set into numerical order and then selecting the middle value of the sorted data set. For example, the mean average for the same data used above (2, 4, 8, 61 and 100) is 8, being the middle value.

The median average will provide an indication of the typical gender pay gap in the middle of an organisation and will remove the distortion created by very large or small pay rates or bonuses.

The difference between the gender pay gap and equal pay

Equal pay concerns pay differences between male and female employees who perform the same or similar roles. It is illegal to pay employees unequally as a result of their gender.

The gender pay gap focuses on the differences in the average pay of male and female employees, regardless of their specific roles.

Gender pay gap data for Liberty Bishop (UK) Ltd – 2017/2018

Mean gender pay gap – hourly rate		
Men	Women	Mean gender pay gap
£21.32	£26.56	-24.56%

Median gender pay gap – hourly rate		
Men	Women	Median gender pay gap
£14.11	£23.16	-64.10%

Mean gender pay gap – bonus		
Men	Women	Mean bonus gender pay gap
£11.66	£16.25	-39.39%

Median gender pay gap – bonus		
Men	Women	Median bonus gender pay gap
£5.16	£13.16	-155.21%

Proportion of men and women receiving bonus payments	
Men	Women
100%	100%

Proportion of males and females in each quartile pay band		
Quartile pay band	Men	Women
Lower	67%	33%
Lower middle	71%	29%
Upper middle	74%	26%
Upper	78%	22%

Overview and explanation

The mean and median gender pay gap percentages are negative values, meaning that on average, women are paid more than men throughout the organisation.

Liberty Bishop (UK) Ltd is a provider of services to multiple industry sectors and a significant number of these sectors have a male dominant workforce. These sectors include Rail, Engineering, Manufacturing and Construction.

These industry sectors predominantly require manual labour services which tends to create a predominately male workforce. This dominance is consistent with the proportion of male and female employees in each quartile pay band which shows that 67% and 71% of employees within the lower and lower middle quartile pay bands respectively are male.

The lower paid nature of roles within the manual labour sectors is also consistent with the number of male employees within the lower quartile pay bands.

The organisations bonus pay structure is consistent across its entire workforce which sees commission paid to all employees dependant on the turnover generated. This has resulted in the 100% value reported for the proportion of both male and female employees receiving bonus payments.

Other industry sectors to which the organisation supplies include Banking, Finance, Information Technology, Telecoms, Pharmaceutical, Social Care and Nursing. The multiple industry sectors supplied provides for a wide variation in pay rates which can also differ significantly within sectors.

The wide array of industry sectors served by the organisation is also a driver for significant differences in the proportion of male and female workers within each sector.

Employees of Liberty Bishop (UK) Ltd are responsible for seeking suitable assignments for the mutual benefit of the employee and organisation. In particular this includes negotiating the rates charged by the organisation for the supply of employees' services. The rates charged by the organisation are a direct driver of the commission paid to each employee.

Our commitment to gender pay equality

Liberty Bishop (UK) Ltd is committed to addressing any gender pay gap issues identified across the organisation and will continue to regularly review its data and take action where necessary to promote equality throughout its workforce.