

Annual Gender Pay Gap

Data based on snapshot date of 5 April 2017

The UK Government has introduced new reporting regulations under The Equality Act 2010 requiring companies with over 250 employees to annually disclose their gender pay gap from April 2017 onwards. Here we provide the statutory information, together with the context of the results.

At the snapshot date, there were 253 relevant employees: 215 male and 38 female, which means that 85% of our workforce is male.

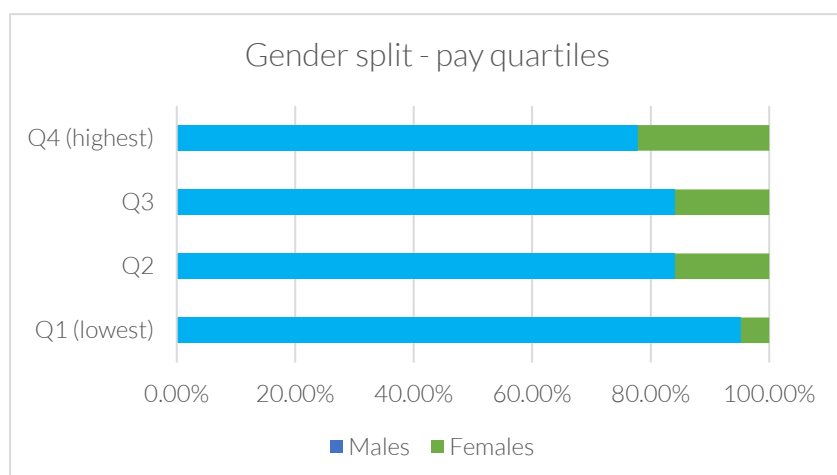
Mean hourly pay difference between male and female employees

-19.80%

Median hourly pay difference between male and female employees

-16.15%

Overall, ESP has a positive gender pay gap – women are paid more than men. This is a reflection of the types of roles our employees perform and the fact that more women are employed in Head Office functions.



At the snapshot date, 65% of our female workforce were in Quartiles Q3 and Q4. A large proportion of these roles are based in our Head Office in the South East of England where salaries tend to be higher on average.

Our male employees are spread very evenly across each quartile and 47.44% of our male workforce is in Q3 and Q4. The roles performed by our male employees are UK wide and predominantly site / field based.

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	95.20%	84.10%	84.10%	77.80%
Female	4.80%	15.90%	15.90%	22.20%

Mean bonus pay difference between male and female employees

-13.65%

Median bonus pay difference between male and female employees

-46.00%

For the purposes of gender pay reporting, bonuses also include recruitment referral fees and this has skewed some of the results.

Percentage of men receiving a bonus within the 12 month period

6.98%

Percentage of women receiving a bonus within the 12 month period

13.16%


Moving forwards, we will continue to review our salaries and with the relaunch of our staff award scheme, we expect this to have an impact on future Gender Pay reporting.

ESP 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. We have 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, we:

- Carry out pay and benefits audits at regular intervals
- Evaluate job roles and pay grades as necessary to ensure a fair structure
- Have measures in place to ensure that pay reviews are fair.

We are therefore confident that men and women are paid consistently for the same or equivalent work. The fact that the female population at ESP is earning more is due to the roles males and females perform within our organisation and the salaries that these roles attract.

I, Sarah Hunt, HR Director, confirm that the information in this statement is accurate.

Signed: 
31 March 2018