

# Annual Gender Pay Gap

Data based on snapshot date of 5 April 2018

Under the Equality Act 2010, it has been a requirement since April 2017 for companies with over 250 employees to annually disclose their Gender Pay Gap. At the snapshot date of 5 April 2018, ESP employed less than 250 employees, however we have taken the decision to voluntarily publish our gender pay gap. Here we provide the information, together with the context of the results.

At the snapshot date, there were 243 relevant employees: 198 male and 45 female, which means that 81.48% of our workforce is male.

Mean hourly pay difference between male and female employees

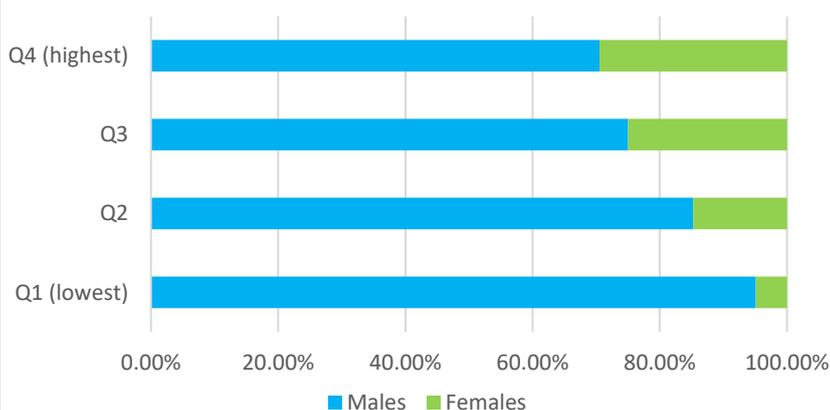
-23.03%

Median hourly pay difference between male and female employees

-24.35%

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.

Gender Split - Pay Quartiles



At the snapshot date, 73.33% 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 44.44% 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	95.08%	85.25%	75.00%	70.49%
Female	4.92%	14.75%	25.00%	29.51%

Median bonus pay difference between male and female employees

0.00%

Mean bonus pay difference between male and female employees

-244.24%

In line with the gender pay reporting requirements, bonuses also include staff awards and recruitment referral payments which are for relatively low values.

More men have received staff awards or referral bonuses and this has significantly skewed the Mean bonus pay results because of the relatively small number of women included in the bonus analysis.

Percentage of men receiving a bonus within the 12 month period

25.13%

Percentage of women receiving a bonus within the 12 month period

23.40%

You will note that the median bonus pay is the same for men and women with a 0% difference.

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.

Whilst we are confident that men and women are paid consistently for the same or equivalent work, we will be looking at how we can narrow our gender pay gap and will undertake a review of this during 2019. At present we believe that the pay gap is a reflection of the roles performed by our male and female employees in our organisation and the concentration of female employees within our Head Office.

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

Signed: 

31 March 2019