

PAUL UK

Gender Pay Gap Report

All UK organisations with over 250 employees are required to share details of their Gender Pay and Bonus Gaps; the percentage of men and women receiving a bonus to the proportions of men and women in each pay quartile of the workforce.

At PAUL UK Ltd we are very proud of our diverse team. We pay all our employees fairly according to job role, based on benchmarking against similar roles within our industry. Having undertaken the exercise for 2019, we are pleased that our Gender Pay Gap is well below the national average. However, we recognise that whilst any Gender Pay Gap exists, there is still more work to be done, especially by actively encouraging more women to progress to senior roles within our teams.

Susanne Sauerland
Finance Director

The gender pay gap

THIS IS DEFINED AS THE DIFFERENCE IN THE AVERAGE HOURLY EARNINGS OF WOMEN AND MEN ACROSS AN ORGANISATION, EXPRESSED AS A PERCENTAGE.

We calculate the gap by comparing the pay of all men with the pay of all women. We are asked to report the Mean and Median for both regular pay and bonus differences for all employees of all levels across the company.

Mean

This is the average difference in pay between men and women. We look at the average pay for all women and the average pay for all men and compare the two to give us the Mean Pay Gap.

Median

The Median is the mid point between the lowest and highest paid employees. To arrive at the Median Pay Gap we list all the women ranked by pay to find the mid point. We do the same for all the men. We then compare these two mid point pay rates.

PAUL UK Results

The gender pay gap calculation also asks us to compare everyone in the company by ranking them from the highest to the lowest paid, then splitting the list into 4 equal groups or 'quartiles' and comparing the pay levels in each quartile.

The resulting graph shows that there is little difference in all quartiles apart from quartile 1 (the highest paid). In quartile 3 we actually pay women slightly more per hour.

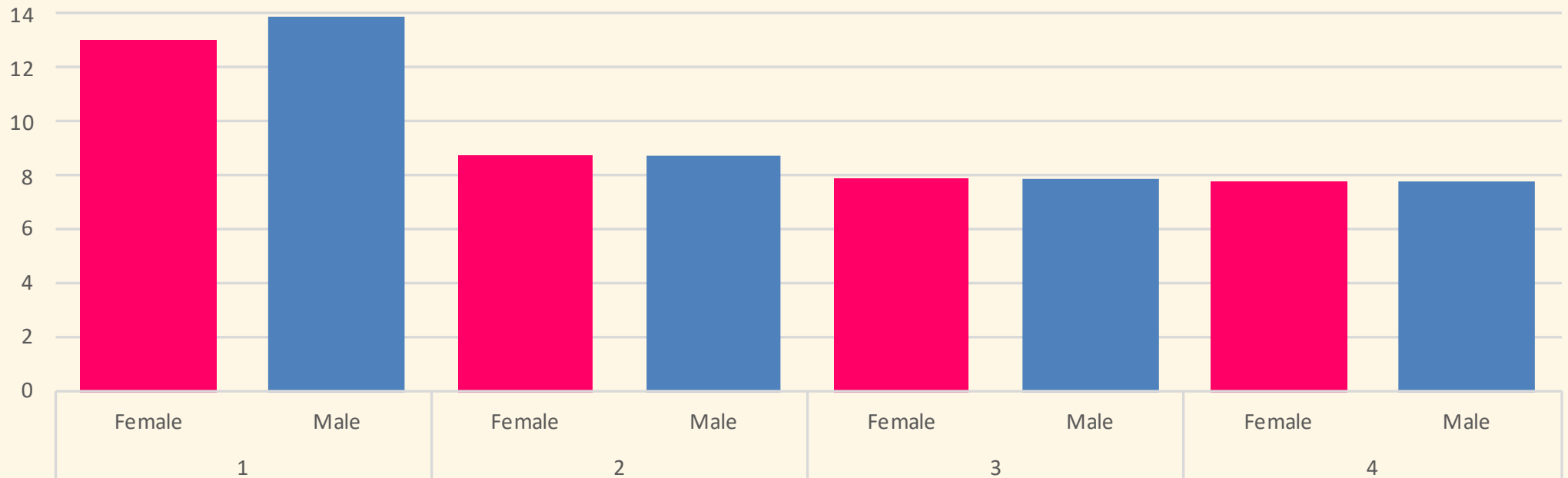
The mean result

The Mean gap is 10%, which is below the national average of 17.9%.

The median result

The Median gap is 4%, mainly because of the differing job roles for men and women that fall in the mid-point of the list.

Gender Pay Gap



Bonus

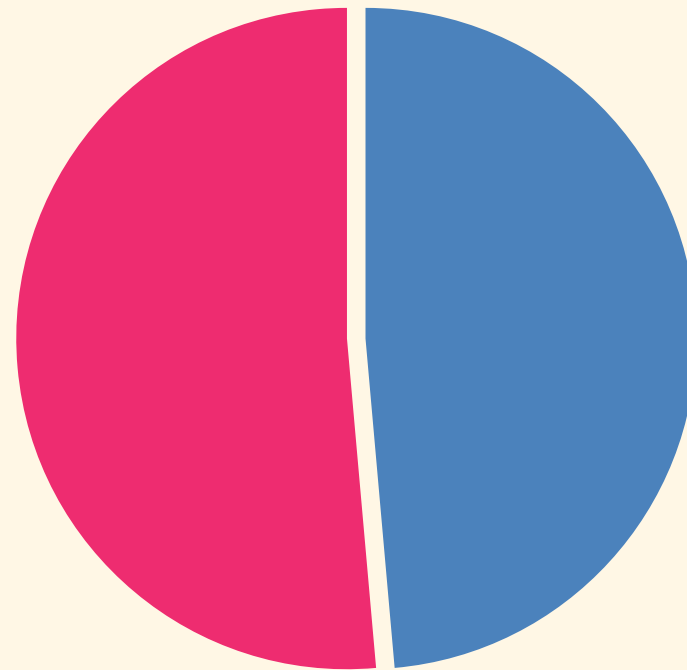
The Mean Bonus

The result this year is 26%, which is 10% better than last year.

Overall 82.5% of female employees and 77.9% of male employees received a bonus.

The Median Bonus

The result is 10%, which is 7% more than last year.



2018 - 19

Summary

At PAUL UK we will continue to offer opportunities for all, from those who want to pursue a serious, full-time career to those who are looking for flexible working around family or studying commitments. Our work force is made up of people at many different life stages, and we believe that all individuals, regardless of gender, can build a successful career and find job satisfaction with us at PAUL UK.

We will continue to use skill-based assessment tasks in our recruitment to assure fair assessment, and we are committed to continuing to reduce the gender pay gap in our business.

