



## GLOUCESTER SERVICES

Farmshop & Kitchen

### Gloucestershire Gateway Limited Pay Gap Report 2019

The gender pay gap measures the difference in earnings of men and women, expressed as a percentage of men's pay. In accordance with legislation, these figures are based on a 'snapshot date' of 5<sup>th</sup> April 2019. Gloucestershire Gateway Limited pays men and women the same rate of pay for doing equal work; however as we employ more women than men in senior roles, it results in a negative gender pay gap.

#### Our Results

##### Gender Pay Gap

Gender pay gap (hourly pay)	Mean	-1.3%
	Median	0%

The average hourly rate paid to women was higher than that paid to men in April 2019. Due to the fact that there were more women in higher paid positions than men, and a higher proportion of men in lower paid roles, this has resulted in a negative gender pay gap.

##### Bonus Pay Gap

Gender pay gap (bonus pay)	Mean	0%
	Median	0%

Percentage of male employees that received a bonus:	0%
Percentage of female employees that received a bonus:	0%

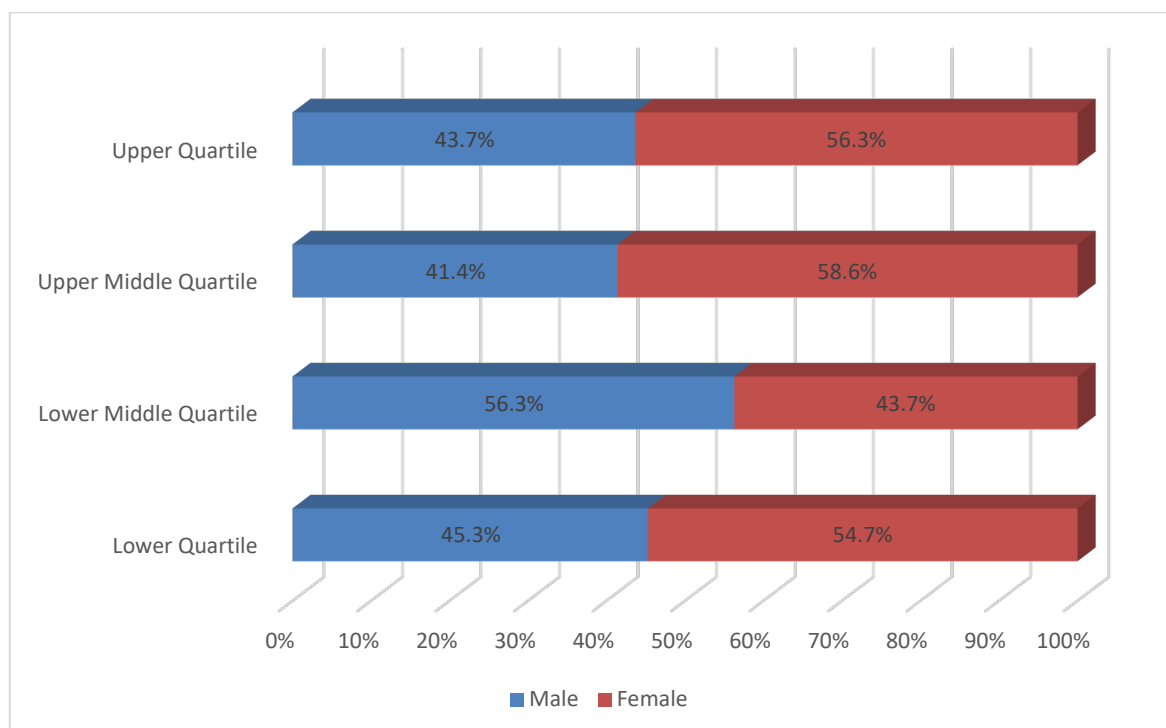
No bonuses were issued in the 12 months up to and including April 2019. This results in a bonus pay gap of zero.

#### What's difference between the mean and median figures?

The **mean** gender pay gap is the difference between the average hourly rate of pay of men and women. The **median** gender pay gap is the difference between the midpoints in the ranges of hourly rates of pay for men and women, when ranked in ascending order.

## Proportion of Men and Women in Each Pay Quartile

Gloucestershire Gateway Limited has a gender split of 53% female and 47% male across the company as a whole. However, there is a higher proportion of women in the upper and upper middle quartiles and a noticeably higher proportion of men in the lower middle quartile. This means that the higher paid positions are more likely to be occupied by women, resulting in a negative gender pay gap.



## Summary

Since we began reporting on our gender pay gap in 2017 we have been able to report consistently low mean gender pay gaps in relation to national averages and our median gender pay gap has been zero for three years in a row.

We are proud to maintain such high levels of gender equality and will continually aim to maintain low gender pay gaps, eliminating them if at all possible.

I can confirm that the data provided in this report is accurate.

Laurence King  
Vice Chairman