ACHESON & ACHESON

Our 2017 Gender Pay Gap Report

At Acheson & Acheson we are committed to creating an inclusive working environment based on fairness, equality and respect.

Our Gender Pay Gap report responds to new Government legislation that came in to force in April 2017, stipulating that all companies based in England, Scotland or Wales that have more than 250 employees must report their gender pay gap and bonus gaps as they are on 5th April each year.

The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

Often, the gender pay gap is confused with unequal pay, though this is a different measurement. Unequal pay is when one gender is paid less than the other for the same work. We are confident that men and women are paid equally for doing equivalent jobs across our business.

The following table shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5th April 2017. It also illustrates the mean and median difference between bonuses paid to men and women in the year up to 5th April 2017.

Difference between men and women		
	Mean	Median
Hourly fixed pay	6.5%	9.6%
Bonus paid	35.5%	10.1%

The mean gender pay gap for the whole economy (according to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.5%.

The median gender pay gap for the whole economy (according to the November 2016 ONS ASHE figures) is 19.2%.
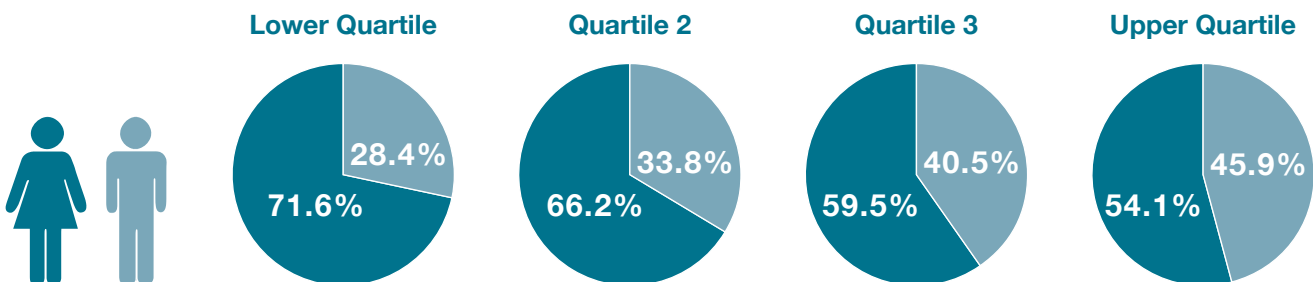
Proportion of employees receiving a bonus

90.9%

88.2%
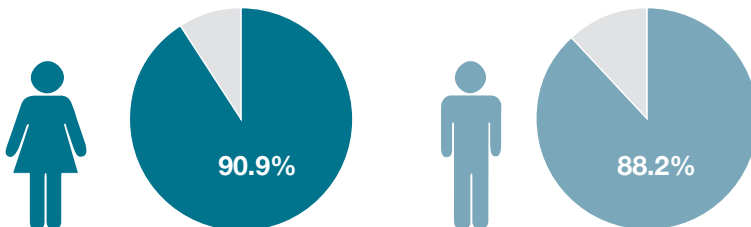
All eligible employees received a bonus payment.

A significantly higher proportion of our female employees work in part time roles. Whilst this bears no impact on hourly rates, it does impact bonus payments calculated as a percentage of earnings.

The following illustration shows the gender distribution across 4 equally sized pay quartiles

Lower Quartile	Quartile 2	Quartile 3	Upper Quartile

Lower Quartile
28.4%
71.6%

Quartile 2
33.8%
66.2%

Quartile 3
40.5%
59.5%

Upper Quartile
45.9%
54.1%

I confirm the data contained in this report is accurate.

Kenneth Acheson
Managing Director