



Gender Pay Reporting Findings

March 2018

Introduction

In light of the recent Government Regulations regarding Mandatory Gender Pay Gap Reporting, Total Reward Group have been tasked with providing the gender pay gap reporting requirements for Admiral Recruitment as of the 5th of April 2017 snapshot date.

Mandatory Gender Pay Gap Reporting applies to all private and voluntary sector employers in England, Wales and Scotland with at least 250 employees as of the 5th of April 2017 snapshot date. The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

Mean Hourly Rates

The mean hourly rates are currently favouring male employees by 3.48%, this is significantly below the national mean of 17.4% according to the Office of National Statistics, 2017.



Median Hourly Rates

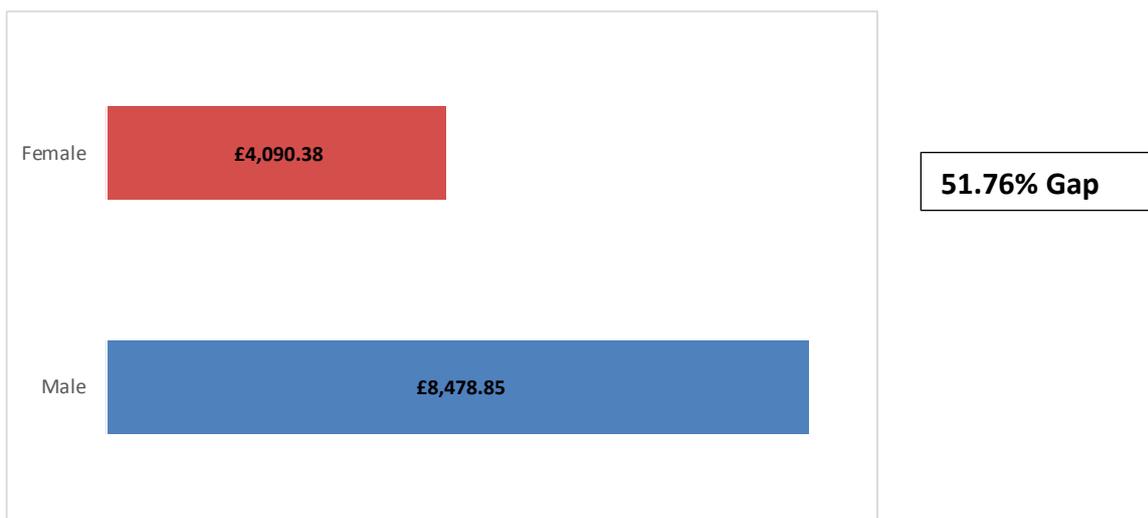
The median hourly rates are currently equal, which is significantly below the national median of 18.4% in favour of males, according to the Office of National Statistics, 2017. This indicates that the data set is very slightly skewed as the median is less susceptible to outliers and extreme values.



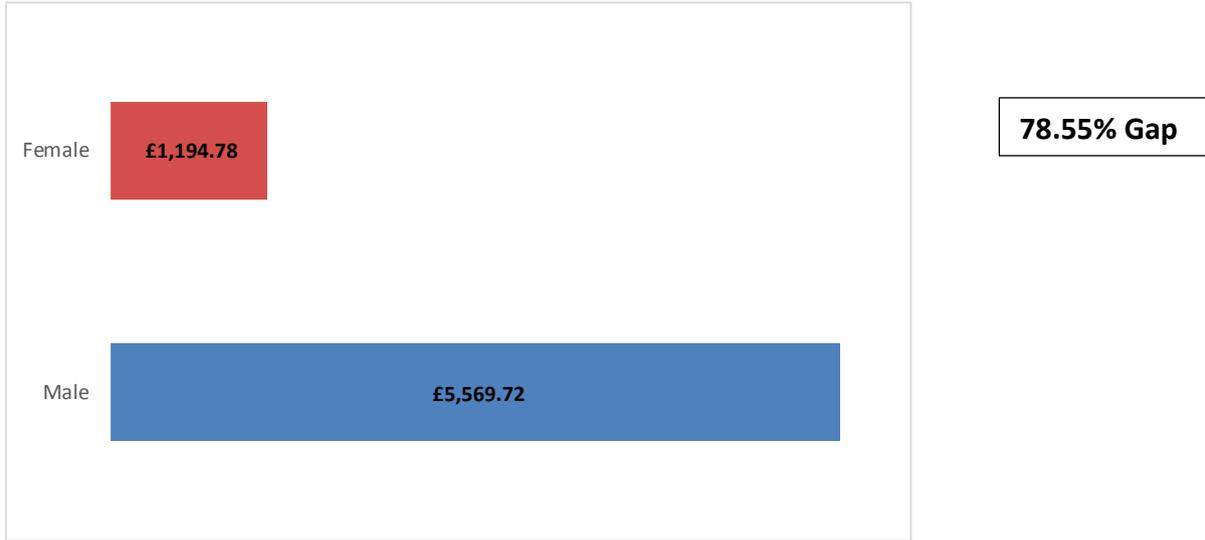
Bonus Payments and Participation

The mean bonus gap at Admiral Recruitment is currently favouring male employees by 51.76%, and favouring male employees at the median by 78.55%. From the pie charts below we can see that a similar proportion of female and male employees are receiving a bonus.

Mean Bonus Payments

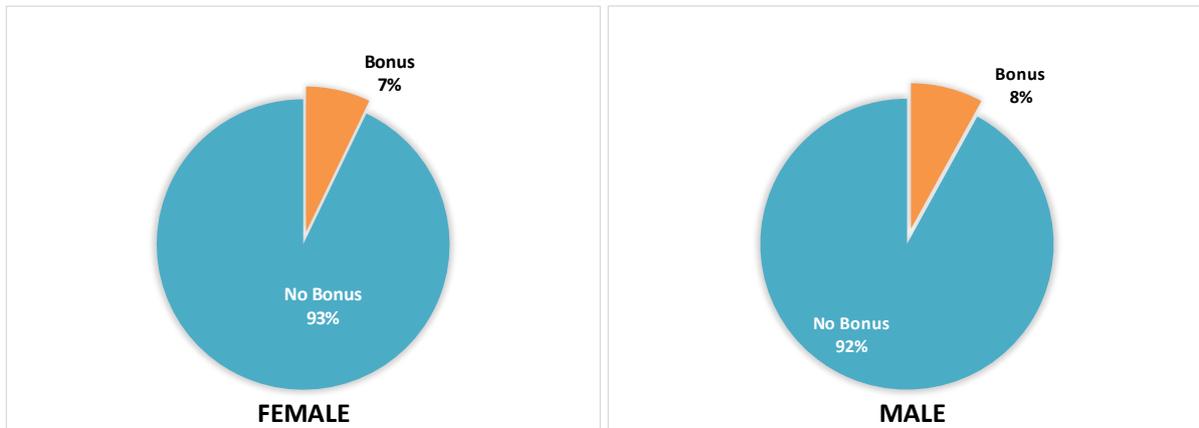


Median Bonus Payments



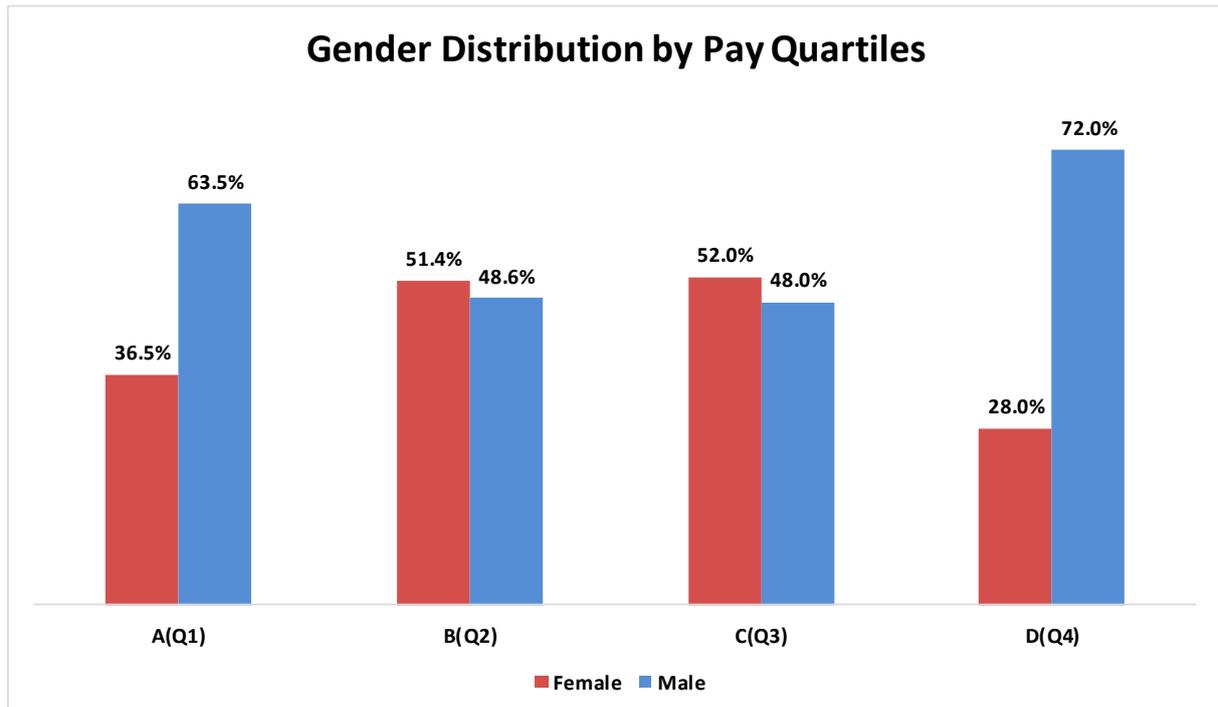
Bonus Participation

From the pie charts below we can see that a similar proportion of female and male employees are receiving a bonus, though this is based on a very small headcount (13 and 23 respectively).



Career Paths and Earnings

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female and male employees are broadly equally balanced in the middle two quartiles, with female employees more significantly underrepresented in the first and the last quartiles.



Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2018, and annually thereafter

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:

- A. Lowest paid to lower quartile
- B. Lower quartile to median
- C. Median to upper quartile
- D. Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.



Craig Friend
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