

# GENDER PAY GAP REPORTING



## Introduction

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5<sup>th</sup> 2017

We will use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

## Written Statement

I can confirm that Solo Service Group have made our calculations, based on employee gender by using our existing HR and payroll records, and that the published report which is available on our website and the designated Government Website is accurate and true.

Signed on Behalf of Solo Service Group:

Name: Caroline Cooper BA (Hons)

Position: Managing Director

## Managing Gender Pay Reporting

### **Difference in hourly rate of pay – mean**

2.9%

### **Difference in hourly rate of pay – median**

0%

### **Difference in bonus pay – mean**

0%

### **Difference in bonus pay – median**

0%

### **Percentage of employees who received bonus pay**

Male

0%

Female

0%

### **Employees by pay quartile**

#### **Upper quartile**

Male

32%

Female

68%

#### **Upper middle quartile**

Male

27%

Female

73%

# Managing Gender Pay Reporting

## Lower middle quartile

Male

26%

Female

74%

## Lower quartile

Male

27%

Female

73%