

# PUBLICICA

## Gender Pay Gap Reporting – Snapshot – 5<sup>th</sup> April 2019

As a company we are committed to fairness, inclusion and reducing our gender pay gap.

### Scope

The new gender pay gap reporting obligations have been introduced for public and private sector organisation in 2017. For the private sector gender pay gap reporting is a requirement for employers with 250 employees or more as at a 'snapshot date'. The snapshot date for private sector employers is 5<sup>th</sup> April 2019 and will be 5<sup>th</sup> April each year for reports in subsequent years.

The regulations require that the organisation publish the following information on the government website [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap) and the Council website [www.Publicagroup.uk](http://www.Publicagroup.uk). Publishing is required by 5<sup>th</sup> April 2019 for this report and by the 5<sup>th</sup> April after the snapshot date for reports in subsequent years.

This report covers all employees of Publica Group Limited, including all permanent, fixed term employees and casual contracts, as set out in the ACAS Guidance, Managing Gender Pay Reporting.

There are six calculations to carry out as listed below.

- **Mean gender pay gap** - The percentage pay difference between the average mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap** - The percentage pay difference between the average median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gender pay gap** - The percentage difference between the average mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gender pay gap** - The percentage difference between the average median bonus pay paid to male relevant employees and that paid to male relevant employees.
- **The proportion by gender receiving a bonus** - The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **The quartile pay bands** - The proportions of male and female full pay relevant employees in the lower, Lower middle, upper middle and upper quartile pay bands

Publica is committed to the principle of equal opportunities and equal treatment for all its employees. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender.

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## Definition of Pay

In accordance with the regulations, pay includes: basic pay, paid leave, allowances, shift premiums and bonus pay. It does not include overtime, expenses, the value of salary sacrifice schemes (reduction of salary is included including Pension deductions), benefits in kind, redundancy and severance payments. The data set out in this report has been calculated using the standard methodologies and guidance of the Gender Pay Gap regulations.

## Council's Workforce by Gender



## Council's Gender Pay Gap

In this section Publica Group Limited are required to set out the gender pay gap and bonus pay gap of the workforce.

The ONS Annual Survey of Hours and Earnings (ASHE) October 2017 report states that the whole economy Gender Pay Gap is 17.4% whereas the Median Gender Pay Gap is reported at 18.4%.



**Our mean gender pay gap is 20.10%**

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Median Male  
£16.38  
Hourly Rate



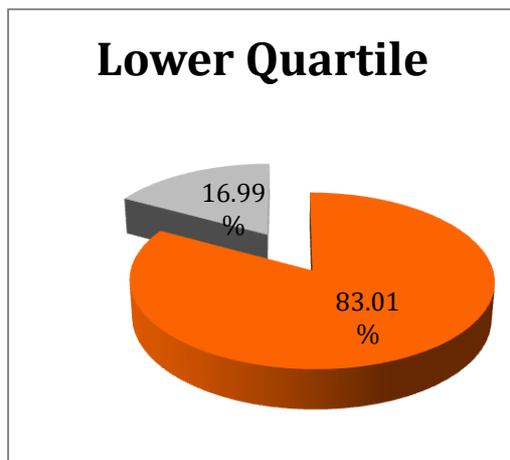
Median Female  
£11.95  
Hourly Rate

Our median gender pay gap is **27.04%**

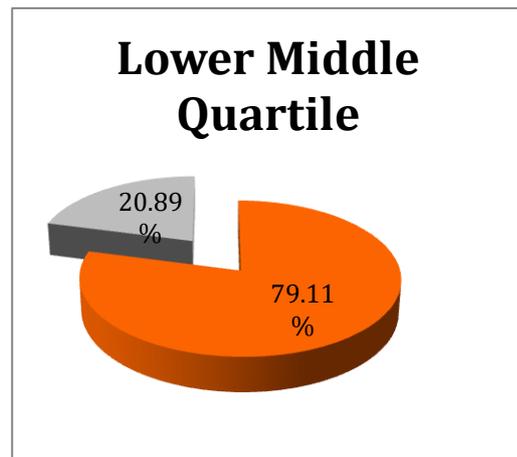
## Council's Gender Pay Gap – Bonuses

Publica Group Limited does not pay bonuses.

## Council Gender Pay Gap – Quartiles



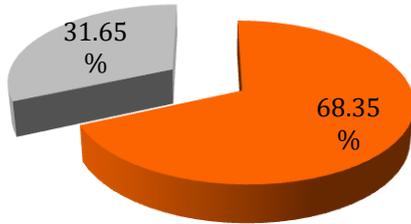
-1.14% pay gap



0.68% pay gap

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## Upper Middle Quartile



2.55% pay gap

## Upper Quartile



5.99% pay gap

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## What are the factors affecting some of the pay differences

These are the key factors that Publica should be considering to help reduce GPG and put an action plan together.

- **Recruitment proportions of men and women**
- **Review of starting salaries**
- **The number of women and men in each job or pay band**
- **Reward components at different levels and across women and men**
- **Number of women/men who apply for promotion and number of women/men who are successful in the organisation**
- **The proportion of women and men who return to work after maternity, paternity, adoption or shared parental leave to resume their original jobs**
- **Separate GPG for full and part time employees as below**

Row Labels	Part time	Full time
Female	£12.32	£14.64
Male	£14.53	£17.17
Gender Pay Gap	12.66%	15.56%

- **Proportion of women/men still in post a year after a return to work (may return but then find it hard to manage and leave a year or two later)**
- **Number of successful flexible working requests by gender**
- **Exit interviews of men and women to better understand if one gender is leaving for a common reasons compared to another**