

ansa



Gender Pay Gap Reporting – 2018

Published date April 2019

ansa Environmental Services Gender Pay Gap Report 2019

Foreword by, Managing Director

Gender Pay Gap Reporting requires employers with 250 or workers to publish specific data in relation their workforce. These include how large the pay gap is between male and female workers along with the distribution of male and female workers in the organisation.

Ansa is committed to the promotion of equality of opportunity and choice for all our workers. A diverse and inclusive workforce is not just good for our employees but it makes good business sense. As a service provider to the people of Cheshire it is only right that our workforce reflects the people we serve. This means selecting the right talent and developing people within our organisation that reflect the local community and values of the organisation.

Ansa collected data on the snapshot date and have spent time making sure this data is accurate and correct. I am therefore confident that the results published in this document provide an accurate position of the gender pay gap as defined by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are pleased that our pay gap is lower than the national average, as reported by the ONS, for the second year running. These figures provide a record which allow us to monitor and assess our progress.

Managing Director

April 2019

Introduction

In April 2017, the Government introduced legislation requiring all employers with 250 or more employees to calculate and publish six specific measures regarding the pay gap between men and women in their organisation. Relevant organisations are required to collect data on a snapshot date of 5 April 2018 and then publish the figures within 12 months of the snapshot date and thereafter publish the same data annually. The six metrics required by the regulations are:

- The difference in the mean hourly rate of pay
- The difference in the median hourly rate of pay
- The difference in the mean bonus pay
- The difference in the median bonus pay
- The proportion of male and female employees who were paid bonus pay
- The proportion of male and female employees according to quartile pay bands

As the organisation has more than 250 employees, it is a relevant organisation covered by the regulations and as such data was collected on the snapshot date of 5 April 2018. This identified 330 employees included in the Gender Pay Gap analysis of which 54 (16.4%) were female and 276 (83.6%) were male.

The gender pay gap shows the difference in average (mean and median) earnings between all men and women in the workforce. This is expressed as a percentage of men's earnings (e.g. women earn 15% less than men). Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workforce, female and male participation, and how effectively talent is being maximised.

The gender pay gap is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the difference in the average pay between men and women. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help identify what those issues are. In some cases, the gender pay gap may include unlawful inequality in pay but this is not necessarily the case.

The organisation is committed to fairness and equality. In particular, promoting equality of opportunity for all and a culture that values differences. As an employer, we want to ensure our workforce is representative of the community it serves and attract and retain talented employees from a wide range of backgrounds and with diverse skills and experience.

Gender Pay Gap Reporting

The six metrics required by the 2017 regulations are shown in the tables and charts below. The calculations have been produced according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We have also provided additional commentary to explain the context and results for the organisation.

Metrics 1, 2, 3 and 4

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	-23.8%	0.0%
Gender Bonus Gap	-199.4%	0.0%

Metric 5

Proportion of employees receiving Bonus	Female	Male
Receiving Bonus	81.5%	68.3%
Not receiving Bonus	18.5%	31.7%

Breakdown of employees receiving bonus

The overall mean gender pay gap for the organisation is -23.8%, which means that female employees receive, on average, 23.8% more pay than male employees. The median pay gap is 0%, which means that median pay rate is the same for male and female employees. The organisation's gender pay gap is below the national private sector mean and median of 20.3% and 23.8%¹ respectively.

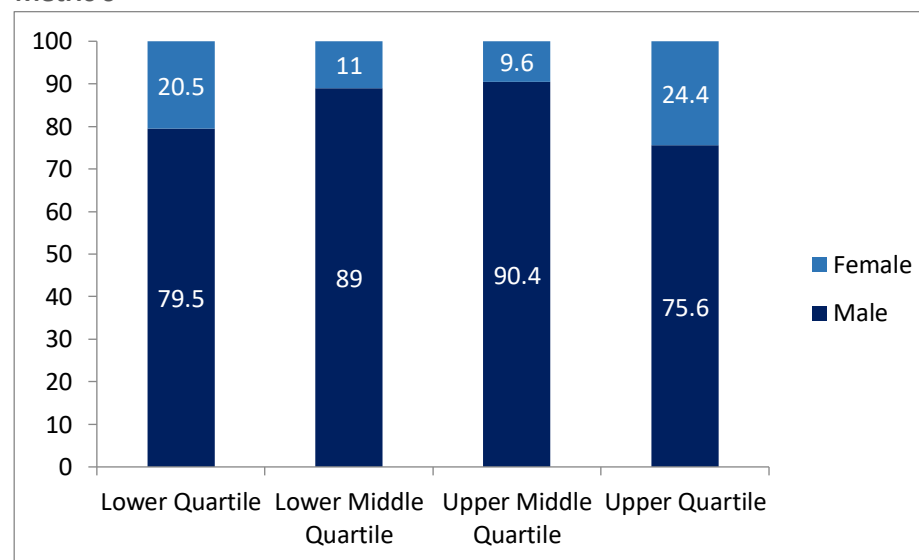
The average bonus paid to female and male employees was £424.43 and £141.77 respectively, creating a mean bonus gap of -£282.66 (-199.4%). This means that women receive, on average £282.66 more bonus than men. The

median bonus paid to both female and male employees was £100 making the median bonus gap zero.

There were 330 workers included in the analysis and the six metrics required by the regulations have been calculated on this basis.

The pay gaps do not indicate that male and female employees are being paid differently for equal work. The organisation operates a robust grading structure based on a non-discriminatory job evaluation scheme to ensure that it complies with equality legislation and provides equal pay for work of equal value.

Metric 6



Breakdown of employees by male female

¹ ONS Provisional 2018 Private Sector Gender Pay Gap

The pay quartile analysis shows that there is a higher proportion of male employees in all pay quartile bands. However, there is a higher proportion of

women in the top two quartiles (combined) compared to the lower two and it is this distribution of employees that results in the gender pay gaps.

Closing the Gap

The organisation is committed to ensuring equality in our workforce. We use structured methods of grading to determine the grade and pay of jobs within the organisation. The pay gaps identified through this analysis are a result of worker distribution with a higher proportion of male workers in lower paid roles.

The mean bonus pay gap can be attributed to the high proportion of female employees in senior roles which attract a contractual bonus payment. This demonstrates that Ansa is able to recruit and retain female employees enabling them to develop careers within the organisation. To support this Ansa offers a number of family friendly policies and procedures such as flexible working, part time working, career breaks, maternity and parental leave, discretionary special leave and access to childcare vouchers.

We are an organisation that is keen to provide opportunities for all employees to develop their skills and careers regardless of gender, we run regular training and development sessions and have our own in house programme for those employees who would like to progress into first level management positions including those of team leader. This “step-up” programme has been well received and we have been able to make a number of promotions internally to support on-going workforce development.

We will continue to develop and promote our family friendly policies and provide appropriate developmental opportunities across the whole of our organisation.