



GENDER PAY GAP REPORT - 2017

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is a term defined by the UK Government that measures the difference between men's and women's average earnings across the whole business. The Gender Pay Gap does not compare the pay received by men and women for doing the same job; this is known as Equal Pay.

The UK Government requires all UK businesses with over 250 employees to publish data about their Gender Pay Gap, starting April 2017.

OUR COMMITMENT.

We are committed to increasing women and diversity in our workforce and being an inclusive environment where everyone can succeed.

We will target four areas in our workplace - below are examples of what we are doing.



DEVELOPMENT

Employing an additional 17 apprentices in UK, targeting gender balance throughout.

Profiling role models in our business to create highly visible development paths.



TALENT ACQUISITION

Attracting more women through participation in talent networks, schools and colleges.

Unconscious bias training for all hiring managers.



CULTURE

Enhanced family benefits, including six months full paid leave for all primary carers.

Employee Resource Group focused on women.



LEADERSHIP

Creating a mentorship programme aimed at developing women's careers.

Gender balance in all leadership development.