

## GENDER PAY GAP REPORTING 05/04/2021

All private and public organisations in the UK with more than 250 employees are now required to report on their "Gender Pay Gap" (GPG). The GPG shows the difference between the average (mean or median) earnings of men and women, expressed as a percentage of men's earnings. The regulations require the following specific calculations to be made:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile band

### James Hall and Company mean and median pay gaps.

| Hourly Rate Gaps | Percentage Difference |
|------------------|-----------------------|
| Mean             | 19.8%                 |
| Median           | 10.2%                 |

### James Hall and Company bonus pay gaps.

| Bonus Gaps | Percentage Difference |
|------------|-----------------------|
| Mean       | 27.0%                 |
| Median     | 0.0%                  |

| Bonus Proportions | Proportion Receiving a bonus |
|-------------------|------------------------------|
| Male              | 100.0%                       |
| Female            | 100.0%                       |

### James Hall quartile bands.

The quartile bands rank all employees by their hourly rates of pay and divides them into four equal groups showing the proportion of male and female employees falling into each group.

| Gender | Lower | Lower Middle | Upper Middle | Upper |
|--------|-------|--------------|--------------|-------|
| Male   | 30.2% | 29.0%        | 49.5%        | 74.9% |
| Female | 69.8% | 71.0%        | 50.5%        | 25.1% |

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