

Gender Pay Gap Report 2021

Prepared for Install-11387

Contents

Introduction	Page 2
Mandatory metrics for your gender pay gap report	Page 3
Your benchmarks: introduction	Page 4
Your benchmarks: mean gender pay gap	Page 5
Your benchmarks: median gender pay gap	Page 6
Your benchmarks: mean gender bonus gap	Page 7
Your benchmarks: median gender bonus gap	Page 8
Your benchmarks: proportion of men and women receiving a bonus	Page 9
Your benchmarks: gender pay quartiles	Page 10

Gender Pay Gap Report 2021

Introduction

Employers with 250 or more relevant employees are required to publish gender pay gap information by April 2022, based on data from April 2021. Separate gender pay gap figures need to be submitted for each legal entity meeting this criteria. The government will also encourage smaller organisations to report their gender pay gaps on a voluntary basis. This report provides your organisation with the necessary metrics to meet the publication requirements.

Additionally, XpertHR has provided relevant benchmarks to enable your organisation to see how its gender pay gap compares with other similar organisations.

Details

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2018.

Snapshot date: 5 April 2021 (private sector) or 31 March 2021 (public sector)

Please note that your organisation's name has been replaced by its XpertHR installation code throughout to provide an additional layer of privacy and data security.

Your data submission

Install-11387 submitted data for a total of 447 workers of which 447 were categorised as "relevant employees" and used in the reporting of bonus pay gap statistics. 440 employees were classified as "full-pay relevant employees" and were used in the reporting of hourly pay gap statistics.

Mandatory metrics for your gender pay gap report

This report has been produced by XpertHR at the request of Install-11387. The metrics within the report are intended to help Install-11387 to meet the gender pay gap reporting requirements.

1. The **mean gender pay gap** for Install-11387 is 8.2%
2. The **median gender pay gap** for Install-11387 is 0.4%
3. The percentage of:
 - o **male employees** in Install-11387 receiving a bonus is 0.0%
 - o **female employees** in Install-11387 receiving a bonus is 0.0%
4. The **mean gender bonus gap** for Install-11387 is --%
5. The **median gender bonus gap** for Install-11387 is --%
6. The percentage of males and females in each pay quartile band for Install-11387 is:

Band	Description	Males	Females
D	Includes all employees whose standard hourly rate places them in the upper quartile	29.1%	70.9%
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	12.7%	87.3%
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	19.1%	80.9%
A	Includes all employees whose standard hourly rate places them in the lower quartile	18.2%	81.8%

The figures set out above are based on the data supplied by Install-11387 and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

XpertHR has used its best endeavours to provide Install-11387 with an accurate picture of its gender pay gap and with external benchmarks to set the data in context. This report should not be taken as advice to take any specific actions, and XpertHR accepts no liability for any inaccuracies or errors, or for any actions or inaction on the part of Install-11387.

Your benchmarks: introduction

These pages benchmark your organisation's data against benchmarks derived from participants in the XpertHR Gender Pay Gap Reporting Service:

- Whole sample - all organisations
- Sector - organisations in the same broad industry sector
- Industry - organisations in the same industry

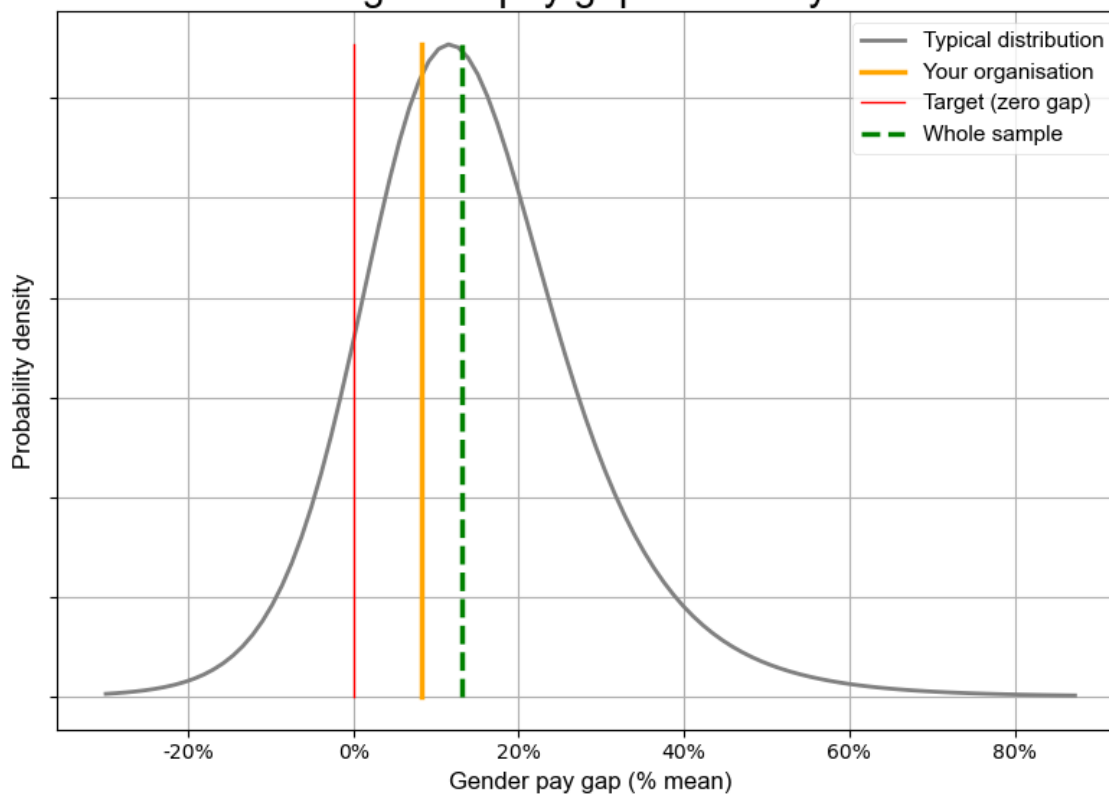
Additionally, your results have been benchmarked against data from the Office for National Statistics Annual Survey of Hours and Earnings 2021:

- All organisations (UK average)
- Organisations in your industry

Headline result

The mean gender pay gap for Install-11387 is 8.2%.

Mean gender pay gap: summary chart



Mean gender pay gap

The mean gender pay gap for Install-11387 is **8.2%**. This is the figure you would need to publish in your gender pay gap report.

The monetary amounts behind this figure are:

- A mean male hourly rate of £11.32
- A mean female hourly rate of £10.39
- Or an absolute difference of £0.93 per hour

How does this compare?

Source	Group	Mean gender pay gap (%)
Your organisation	Install-11387	8.2
All 2020-21 reports	Whole sample	13.2
All 2020-21 reports	Sector: Charities / not for profit	7.3
All 2020-21 reports	Industry: Not for profit	7.3
National Statistics	All employees	14.4
National Statistics	Human health and social work	21.8

Summary

At 8.2%, the mean gender pay gap for Install-11387 is significantly below the whole sample figure. It is above the figure for organisations in the same sector and above the figure for organisations in the same industry.

Trend

Year	Install-11387, mean gender pay gap (%)	Change from previous year (percentage points)
2021	8.2	0.4
2020	7.8	-0.6
2019	8.4	-1.2
2018	9.6	--

Median gender pay gap

The median gender pay gap for Install-11387 is **0.4%**. This is the figure you would need to publish in your gender pay gap report.

The monetary amounts behind this figure are:

- A median male hourly rate of £9.31
- A median female hourly rate of £9.27
- Or an absolute difference of £0.03 per hour

How does this compare?

Source	Group	Median gender pay gap (%)
Your organisation	Install-11387	0.4
All 2020-21 reports	Whole sample	10.2
All 2020-21 reports	Sector: Charities / not for profit	3.3
All 2020-21 reports	Industry: Not for profit	3.3
National Statistics	All employees	15.4
National Statistics	Human health and social work	15.8

Summary

At 0.4%, the median gender pay gap for Install-11387 is significantly below the whole sample figure. It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

Trend

Year	Install-11387, median gender pay gap (%)	Change from previous year (percentage points)
2021	0.4	0.4
2020	0.0	0.0
2019	0.0	0.0
2018	0.0	--

Mean gender bonus gap

The mean gender bonus gap for Install-11387 is --%. This is the figure you would need to publish in your gender pay gap report.

The monetary amounts behind this figure are:

- A mean annual male bonus of --
- A mean annual female bonus of --
- Or an absolute difference of --

How does this compare?

Group	Mean gender bonus gap	Mean gender bonus gap (%)
Your organisation	Install-11387	--
All 2020-21 reports	Whole sample	34.4
All 2020-21 reports	Sector: Charities / not for profit	17.9
All 2020-21 reports	Industry: Not for profit	17.9
National Statistics	All employees	66.8
National Statistics	Human health and social work	-

No bonus data supplied.

Summary

At --%, the mean gender annual bonus gap for Install-11387 is [not available] the whole sample figure. It is [not available] the figure for organisations in the same sector and [not available] the figure for organisations in the same industry.

Trend

Year	Install-11387, mean gender bonus gap (%)	Change from previous year (percentage points)
2021	--	--
2020	--	--
2019	--	--
2018	--	--

Median gender bonus gap

The median gender bonus gap for Install-11387 is --%. This is the figure you would need to publish in your gender pay gap report.

The monetary amounts behind this figure are:

- A median annual male bonus of --
- A median annual female bonus of --
- Or an absolute difference of --

How does this compare?

Source	Group	Median gender bonus gap (%)
Your organisation	Install-11387	--
All 2020-21 reports	Whole sample	18.7
All 2020-21 reports	Sector: Charities / not for profit	0.0
All 2020-21 reports	Industry: Not for profit	0.0
National Statistics	All employees	42.7
National Statistics	Human health and social work	-

No bonus data supplied.

Summary

At --%, the median gender annual bonus gap for Install-11387 is [not available] the whole sample figure. It is [not available] the figure for organisations in the same sector and [not available] the figure for organisations in the same industry.

Trend

Year	Install-11387, median gender bonus gap (%)	Change from previous year (percentage points)
2021	--	--
2020	--	--
2019	--	--
2018	--	--

Your benchmarks: proportion of men and women receiving a bonus

The proportion of male employees in Install-11387 receiving a bonus is **0.0%**

The proportion of female employees in Install-11387 receiving a bonus is **0.0%**

These are the figure you would need to publish in your gender pay gap report.

How does this compare?

Group	Males with bonus (%)	Females with bonus (%)
Install-11387	0.0	0.0
Whole sample	21.0	19.5
Sector: Charities / not for profit	0.0	0.0
Industry: Not for profit	0.0	0.0

No bonus data supplied.

Summary

At 0.0%, the proportion of men receiving a bonus in Install-11387 is [not available] the whole sample figure. At 0.0%, the proportion of women receiving a bonus is [not available] the whole sample figure.

Trend

Year	Males with bonus (%)	Change from previous year	Females with bonus (%)	Change from previous year
2021	0.0	0.0	0.0	0.0
2020	0.0	0.0	0.0	0.0
2019	0.0	0.0	0.0	0.0
2018	0.0	--	0.0	--

Your benchmarks: gender pay quartiles

Install-11387 pay quartiles, percentage in each band (number of employees in each band)

Band	Description	Males	Females
D	Includes all employees whose standard hourly rate places them in the upper quartile	29.1% (32)	70.9% (78)
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	12.7% (14)	87.3% (96)
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	19.1% (21)	80.9% (89)
A	Includes all employees whose standard hourly rate places them in the lower quartile	18.2% (20)	81.8% (90)
All Bands	All employees	19.8% (87)	80.2% (353)

These are the figures you would need to publish in your gender pay gap report.