

# **GENDER PAY GAP REPORT**

## **2017**

## GENDER PAY GAP

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The gender pay gap is defined as the difference in the average pay between men and women, regardless of the nature of their work. This is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

At CHASE we are committed to fostering a culture where individual differences and diversity are welcomed and where all employees are treated and rewarded fairly, irrespective of gender. Monitoring our gender pay data, and more importantly, understanding the factors that contribute to differences can help us achieve that.

The gender pay gap legislation introduced in April 2017, requires that UK employers with 250 employees or more on the snapshot date (5th April 2017) publish data about their gender pay gap. In this report we are sharing the gender pay gap data for the 12 months to 5th April 2017.

## GENDER PAY GAP PERCENTAGE DIFFERENCE BETWEEN MALE AND FEMALE COLLEAGUES figure 1

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	MEAN	MEDIAN
Hourly Pay	12.6% lower	12.0% lower
Bonus	4.8% higher	29.6% lower

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Figure 1 shows the overall mean and median pay gap based on hourly rates of pay as at the snapshot date. Our overall gender specific pay gap shows females earning 12.6% less than men whereas the median is 12% lower than men. Whilst we want to do better, we are encouraged that these figures are both lower than the national average of 17.3% and 18.1% respectively.

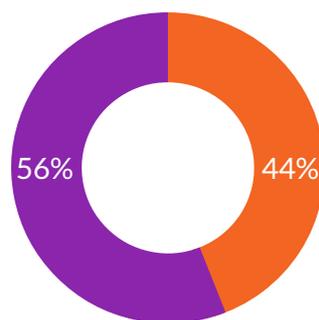
It also shows the Bonus pay gap - on average women were paid 4.8% more in bonus payments than men, however the median was 29.6% lower. Our bonus payments are predominantly sales performance related. It is interesting to note that 20.2% of the women who received a bonus work in reduced time roles compared to only 1.9% of men.

## GENDER PAY GAP

### THE PROPORTION OF MEN & WOMEN WHO RECEIVED A BONUS

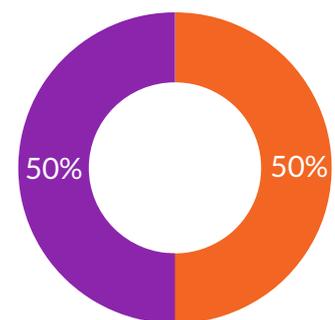
figure 2

#### MALE BONUS RECIPIENTS



■ with bonus  
■ no bonus

#### FEMALE BONUS RECIPIENTS

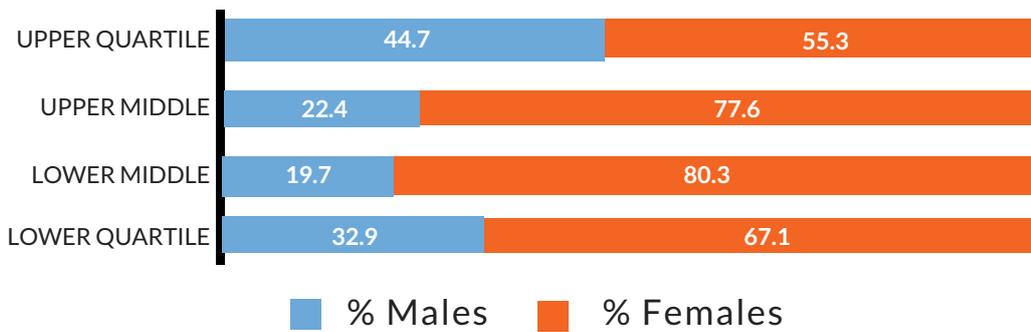


■ with bonus  
■ no bonus

This difference is explained by differences in gender mix by occupation. As mentioned previously, sales performance bonus accounts for the majority of the bonus payments made and we have 33% of women employed in non-sales related occupations (e.g. head office administrative roles and nursing), whereas only 13% of men fall into this category.

## THE PROPORTION OF MALE & FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

figure 3



Overall CHASE employs more women than men across all four quartiles, however we need to look at our gender balance to fully understand what underpins our Gender Pay Gap. Whilst men form approx. 32% of the work force, the split of which quartile these fall in, goes a significant way to explain our pay gap, with 55% of men (against 48% of women) falling within the Upper two quartiles.

figure 4

	MEN	WOMEN
Upper Quartile	36%	20%
Upper Middle Quartile	19%	28%
Lower Middle Quartile	15%	30%
Lower Quartile	30%	22%