

## Gender Pay Gap Report – 2018

As an employer with 250 employees or more, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These calculations will show how large the pay gap is between male and female employees.

As an umbrella payroll company, we have split our population in two, both our umbrella employees and our Head Office staff. This report is based on pay data as at 5<sup>th</sup> April 2018 and involves the standard six calculations required by law to show the difference between the average earnings of men and women.

### Head Office Employees

	Women's earnings are
<b>Mean</b> gender pay gap in hourly pay	1.0% lower
<b>Median</b> gender pay gap in hourly pay	10.1% higher
Difference in <b>mean</b> bonus payments	77.2% lower
Difference in <b>median</b> bonus payments	93.7% lower



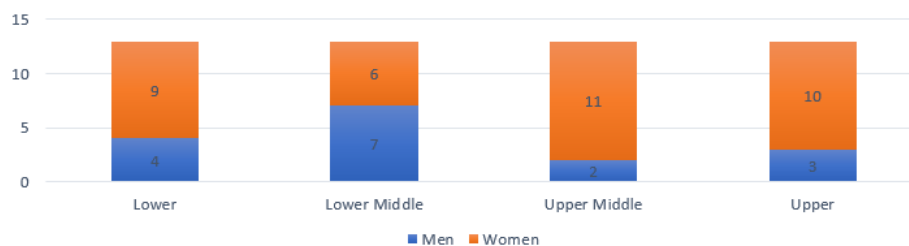
Men  
12.5% were  
paid a bonus



Women  
25.0% were  
paid a bonus



### Number of men and women in each pay quartile

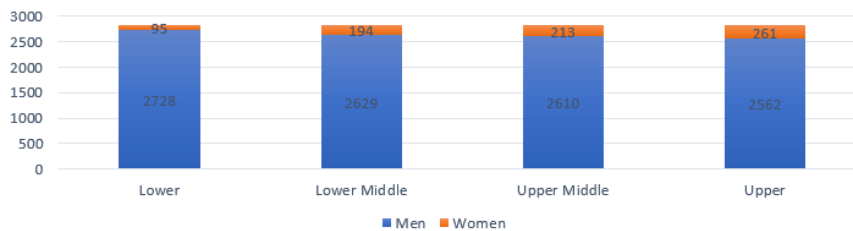


## Umbrella Employees

	Women's earnings are
<b>Mean</b> gender pay gap in hourly pay	9.6% higher
<b>Median</b> gender pay gap in hourly pay	12.5% higher
Difference in <b>mean</b> bonus payments	No Bonuses
Difference in <b>median</b> bonus payments	No Bonuses



Number of men and women in each pay quartile



## Written Statement

Clipper Contracting Group engages thousands of contractors on assignments across the UK within several sectors including construction and IT. We employ these workers through our Umbrella solutions on contract assignments, most of which are found through recruitment agencies.

For our Head Office employees, the results are indicative of our largely female workforce, of which women also make up most of our more senior roles throughout the business.

The results of our umbrella employees reflect that the main sector Clipper Contracting operates in is construction; much of our workforce is male. For instance, a large part of this construction workforce consists of labourers who are lower paid and dominated by male workers. The rate of pay of women we employ is typically higher than many of these labourers and this helps explain why women's earnings are higher overall.

The challenge in our company is to reduce any gender pay gap and Clipper Contracting can confirm that it does not discriminate when taking on employees and establishing pay rates. We provide equal opportunities to men and women and talent is recognised throughout the business.