

Gender Pay Gap Report Breezemount Services Ltd, April 2017 - Published April 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, as shown below:

Gender Pay Gap Report - 5th April 2017

Negative figures indicate that women receive higher pay than men.

Difference in Mean Pay	- 33.5 %
Difference in Median Pay	-19.9%
Difference in Mean Bonuses for Men & Women	-36.7%
Difference in Median Bonuses for Men & Women	-11.8%
Proportion of Men & Women who Receive Bonuses.	8.5% Male Bonus 32.4 % Female Bonus
Number of Male and Female Employees in Each Quartile Pay Band.	<p>Lower Quartile % Males 96.9% % Females 3.1%</p> <p>Lower Middle Quartile % Males 98.5% % Females 1.5%</p> <p>Upper Middle Quartile % Males 94.3% % Females 5.7 %</p> <p>Upper Quartile % Males 91.2 % % Females 8.8 %</p>

Breezemounts specialise in two-person home delivery, which attracts a predominately male workforce. However, the women in the organisation tend to work in more senior positions which offer higher remuneration, which explains our Gender Pay Gap Report.

Regards



Aaron Shields

Managing Director