



Gender Pay Reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Liberating women's earning
potential

Statistical payroll reporting for companies in the private and third sectors

Payroll Consultants | Payroll Outsourcing | Automatic Enrolment Specialists

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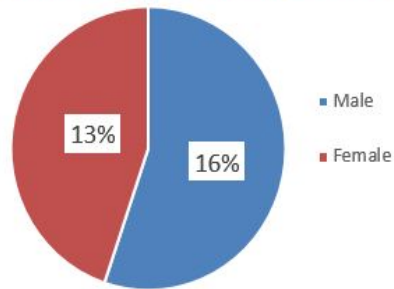
Did you know Gender Pay Reporting is legislation from 5th April 2017?

This guide is to inform you of the new law from 5th April. The rules and criteria for calculations are extremely complicated. Cox & Co.'s experienced team can provide advice or prepare your organisation's gender pay gap report to ensure you comply with the new law.

Employers with a headcount of over 250 on 5th April must comply

Example extracts from Gender Pay Gap Report

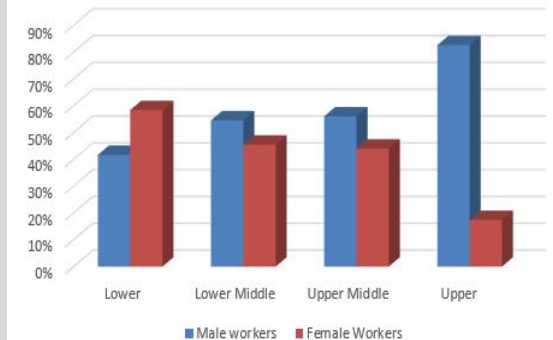
Proportion of staff receiving a bonus



Difference between male and female pay

Mean hourly rate of pay gender gap	36%
Median hourly rate of pay gender gap	31%
Mean bonus gender pay gap	43%
Median bonus gender pay gap	57%

Proportion of Males and Females in each Quartile Band



Benefits of addressing your gender pay gap?

Improve worker productivity & loyalty | Commitment to building diverse and inclusive workplaces | Improve stakeholder reputation | Talent attraction and career progression | Grant & funding application collateral

**Cox & Co. Payroll Solutions Ltd's
payroll reporting**

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What is the Gender Pay Gap and are you required to report this by law?

The gender pay gap shows the difference between the **average** earnings of men and women. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace.

An employer must comply with the regulations for any year where they have a 'headcount' of 250 or more employees on April 5th.

Who will be included in my headcount?

- Employees (those with a contract of employment)
- Workers and agency workers (those with a contract to do work or provide services)
- Some self-employed people (where they have to personally perform the work)
- Part-time workers and job-sharing
- Overseas workers who fall under GB employment & income legislation

What do I have to calculate & publish?

- Mean & median gender pay gap
- Mean & median bonus gender pay gap
- Proportion of males receiving a bonus
- Proportion of females receiving a bonus
- Proportion of males and females in each quartile band
- Written statement

What happens to the information?

Employers must publish their information by law.

Employers must publish

- the results, **and**
- a written statement

Employers must publish the information

- to their website, **and**
- to a designated government website

Employers with less than 250 headcount may choose to report voluntarily.

What are the business benefits of addressing your gender pay gap?

Increased worker productivity & loyalty | Commitment to building diverse and inclusive workplaces | Company reputation & increased commercial edge
Talent attraction and career progression | Grant & funding application collateral

We can help you - Cox & Co. Payroll Solutions Ltd are experts in payroll statistical reporting

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