

# GLOUCESTER

SERVICES



## Gloucestershire Gateway Limited Gender Pay Gap Report 2017

The gender pay gap measures the difference in earnings of men and women, expressed as a percentage of men's pay. In line with the regulations all figures are based on the snapshot date of 5<sup>th</sup> April 2017 with bonus data relating to any bonuses paid in the 12 months ending on the snapshot date. The results for Gloucestershire Gateway Limited are shown below.

### Gender Pay Gap

	Mean	Median
Hourly Pay Gap	4.2%	0%

### Bonus Pay Gap

	Mean	Median
Bonus Pay Gap	0%	0%

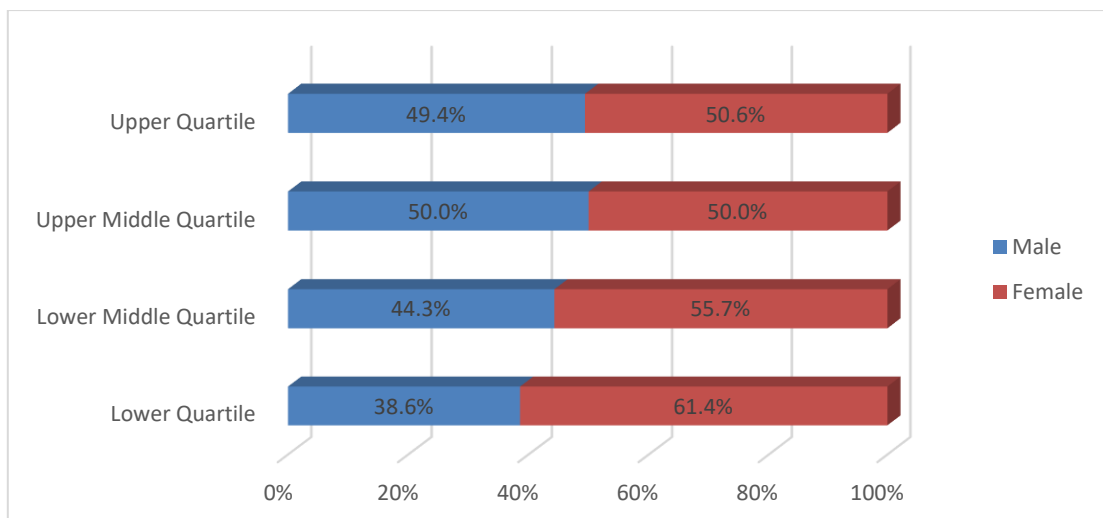
### Employees who received bonus pay

Proportion of men	0%
Proportion of women	0%

No bonuses were paid during the relevant bonus period. As a result all figures above are zero.

### Pay Quartiles

Proportion of male and female employees in each quartile band.



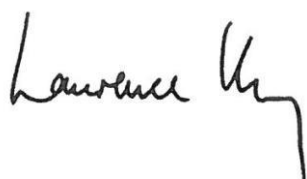
## Conclusion

Our results show that our gender pay gap is significantly below the national averages of 17.4% mean and 18.4% median.<sup>1</sup>

We are able to report a median gender pay gap of zero and our mean gender pay gap is also very low and illustrates our commitment to gender equality.

Nevertheless, we will be looking further at measures that we can take to increase gender diversity across the organisation and increase the numbers of women working in areas where they are currently under represented.

I can confirm that the data shown within this report is accurate.

A handwritten signature in black ink that reads "Laurence King". The signature is written in a cursive style with a long, vertical tail on the letter 'g'.

Laurence King  
Vice-Chairman

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<sup>1</sup> Based on latest available estimates from the ASHE 2017