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Gender Pay Gap Report – 2018



What is the Report and why do we need to publish it?

The Gender Pay Gap report requires employers with 250 or more employees to report annually on the difference in wages and bonus amounts between women and men. This has been required for data from 5th April 2017, with employers having 12 months to submit their reports. This information can also be found on the gov.uk website at <https://gender-pay-gap.service.gov.uk/Employer/zxMI4Jqh/2018>.

Snapshot date

5 April 2018

Employer size

250 to 499 employees

Person responsible

Susan Connachan
Director, HR

Definitions

Mean – Sum of total values divided by number of values

Median – The mid point between the highest and lowest values

Hourly wages pay gap

Pole To Win UK Limited does not have a statistically significant pay gap between men and women.

At Pole To Win UK Limited, women earn 98p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 1.7% lower than men's.

When comparing mean hourly wages, women's mean hourly wage is the same as men's.

Proportion of women in each pay quarter

At Pole To Win UK Limited, women occupy 38.7% of the highest paid jobs and 44.9% of the lowest paid jobs.

Top quarter (highest paid)

38.7% of the top quarter are women

61.3% of the top quarter are men

Upper middle quarter

42.4% of the upper middle quarter are women

57.6% of the upper middle quarter are men

Lower middle quarter

45.3% of the lower middle quarter are women

54.7% of the lower middle quarter are men

Lower quarter (lowest paid)

44.9% of the lower quarter are women

55.1% of the lower quarter are men

Bonus pay gap

At Pole To Win UK Limited, women earn £5.58 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 458% higher than men's.

When comparing mean bonus pay, women's mean bonus pay is 460% higher than men's.

A very small proportion of employees received bonus pay. Women made up 38.5% of those eligible to receive a bonus but received 77% of the total monetary value of all the bonuses to be considered for this calculation.

Who received bonus pay?

2.3% of women.

2.9% of men.