



## Stan Robinson Gender Pay Gap 2017

It is Stan Robinson's policy to offer all employees equality within the workforce which gives equal opportunities to all employees irrespective of gender.

From 2017, any organisation that has 250 or more employees is required to publish and report on specific figures about their gender pay gap, the aim of the gender pay gap report is to identify pay differences between men and women throughout the workforce.

This gender pay gap report is based on a snapshot of our data as of 5<sup>th</sup> April 2017

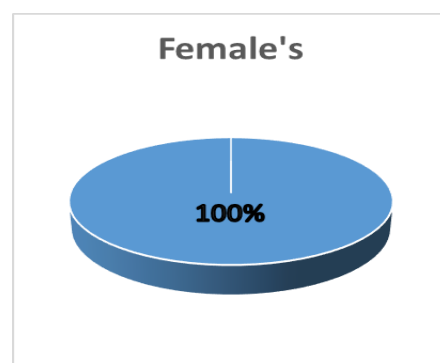
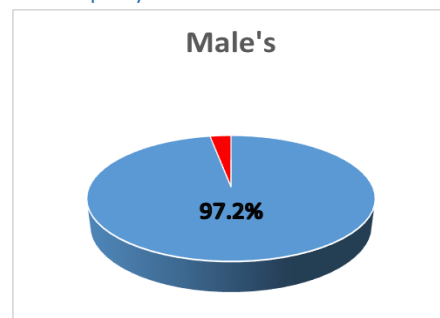
### Hourly Rate of Pay and Bonuses

The table below shows our overall mean and median gender pay gap of male pay compared to females.

	Mean	Median
<b>Hourly Rate of Pay</b>	-8.38%	-13.63%
<b>Bonus Pay Gap</b>	52.36%	41.68%

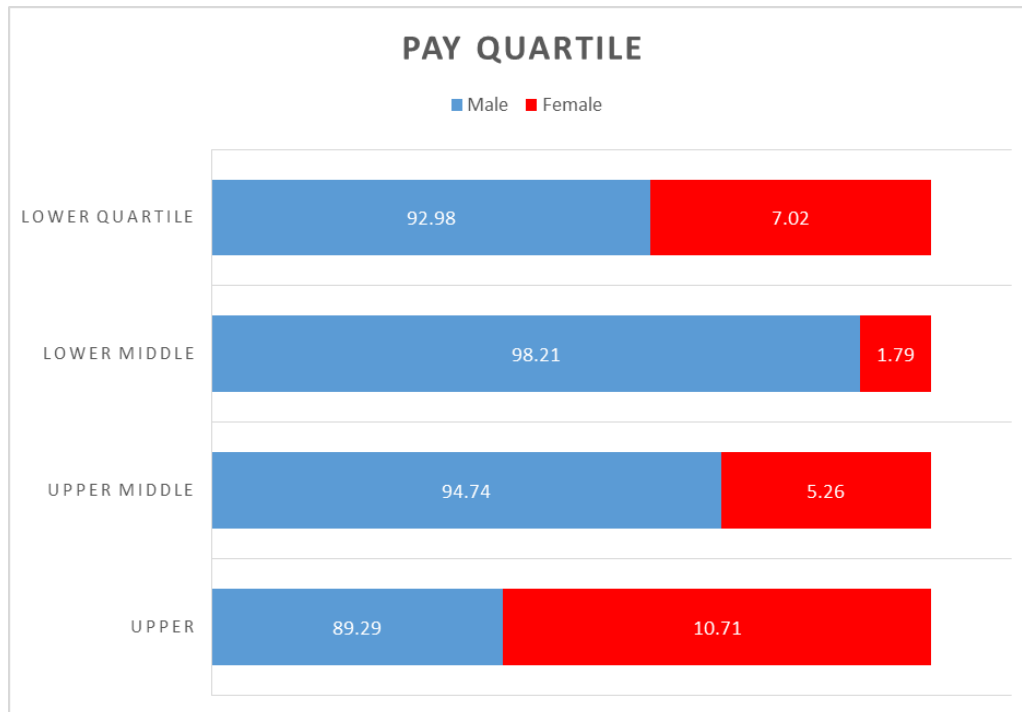
We are proud of being able to pay our employees bonuses based on their working hours. While we have always ensured all employees are offered the same opportunities there are factors outside of our control such as an employee's personal choice of working hours to suit their individual needs that has an effect on this.

### % employees who receive a bonus



## Stan Robinson's Gender Pay by Quartiles

As part of the Gender Pay Gap, We have been asked to split our workforce into four groups. This shows the proportion of male and female employees in each pay quartile.



**We confirm that the gender pay calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**

Pauline Wilson

Finance Director. Stan Robinson Ltd