

# Gender Pay Report 2019



# What is GPR?

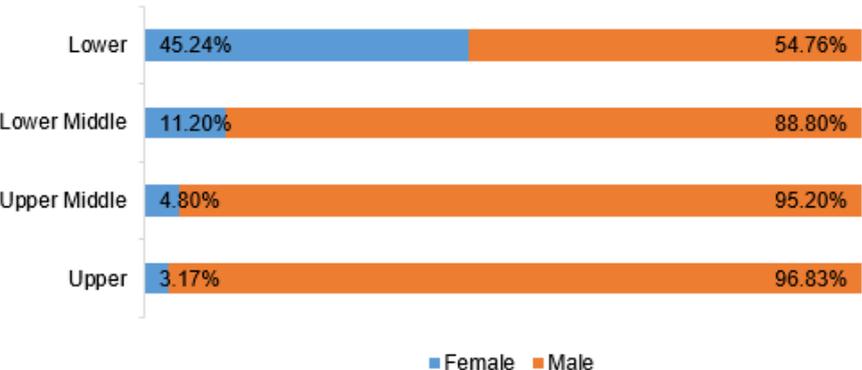
This is the second year where Roger Bullivant Limited has published its gender pay gap in line with UK Government requirements.

As of the 5th April 2018, our overall median and mean gender pay gap, is shown below, as a percentage difference between men and women:

<b>Difference in mean Pay</b>	<b>32.9%</b>
<b>Difference in median Pay</b>	<b>32.48%</b>
<b>Difference in mean Bonus</b>	<b>34.53%</b>
<b>Difference in median Bonus</b>	<b>5.88%</b>

<b>Male employees receiving Bonus Pay</b>	<b>96.15%</b>
<b>Female employees receiving Bonus Pay</b>	<b>93.98%</b>

Proportion of Male and Female employees according to quartile pay bands



# Our Figures



## Analysis

It is pleasing to see that our overall median and mean gender pay gaps have reduced since the previous year. Our pay quartiles have changed in the upper middle and upper due to an increase in the number of females employed in those bands. However, we still have a higher concentration of males in more senior positions, which is a gender representation issue at a senior level rather than a pay issue.

Our difference in mean bonus pay has increased slightly compared to last year. It is influenced by our gender split in a number of ways. There were also a number of employees that started with the Company between January and April 2018 who were not eligible for the annual bonus. A number of these were female employees which has had a negative impact on the female bonus paid figures. In addition a lower safety bonus (which is an identical sum of money paid to all irrespective of salary) is being paid this year compared to last and this element is more significant to the Lower quartile of employees where there is the highest percentage of women employed.

Over the past 12 months we have delivered unconscious bias training to a number of employees that take part in our recruitment process. We have also been successful in employing females in more senior positions within the Company.

Equality, Diversity and Inclusion has become an agenda item on our Employee Forum for discussion, making the topic more transparent across our workforce.

We continue to strengthen our links with STEM organisations, to attract talent and build engagement from grass roots.

We continue to actively promote flexible working and shared parental leave policies, and offer flexible solutions to fit with personal circumstances, including job shares, part time contracts and flexible hours.

## What have we been doing?



## For the future

We will continue to identify positive actions to continue our success over the past 12 months. We continually re-evaluate and look for ways we can improve our gender pay gap.

We conduct regular audits of pay and benefits, and will continue to do so, to ensure that our pay structure remains gender neutral, market competitive and focused on roles.

**I, Graham Trafford , Group Finance Director, confirm that the information in this statement is accurate.**

**Date: 20th March 2019.**

## Our Promise





RB Walton Park, Hearthcote Road,  
Swadlincote, Derbyshire  
DE11 9DU