

Gender Pay Gap Reporting



We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 as we have a headcount above 250 employees.

The aim in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender and we are required to publish the results on our own website and a government website.

To avoid any confusion the definition of the gender pay gap is different to the equal pay gap. This report does not measure whether men and women are getting equal pay for working in the same position. The gender pay gap shows the average difference between the earnings of men and women using the mean and median figures. In a male dominated industry the figures will show a higher 'gap' and in a female dominated industry the figures will show a closer 'gap.'

In order to show our company gender pay gap this involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees data. We have established this by using our existing HR and payroll records with a snapshot taken on 5th April 2018. The calculations we are required to publish are as follows:

The difference between the mean hourly rate of pay for male and female employees

	Male	Female	Difference
Mean	19.92	15.53	22.04%

The difference between the median hourly rate of pay for male and female employees

	Male	Female	Difference
Median	18.57	13.03	29.82%

The difference between the mean bonus paid to male and female employees

	Male	Female	Difference
Mean	1,745.58	3,084.92	-76.73%

The difference between the median bonus paid to male and female employees

	Male	Female	Difference
Median	800	2,203.20	-175.40%

The proportion of male and female employees who were paid a bonus in the previous 12 months

Bonus	Male	Female	Difference
Receiving Bonus	63	15	76.19%
% Receiving Bonus	26.03	36.59	10.56%

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The proportion of male and female employees by pay quartile (lower, lower middle, upper middle, upper)

Pay	Male	Female	Male	Female
Upper (75-100%)	63	7	90%	10%
Upper Middle (50-75%)	68	2	97%	3%
Lower Middle (25-50%)	66	4	94%	6%
Lower (0-25%)	42	28	60%	40%
Total employees	239	41		

At the time our company gender pay gap snapshot was taken we had 242 male employees and 41 female employees giving a total workforce of 283 employees. This shows Jaguar Building Services is a predominately male dominated company which is however, typical of the Mechanical and Electrical maintenance industry which is predominately male dominated. The gender balance of applicants at JBS matches the gender balance of recruits therefore resulting in a male dominated organisation. Our female employees are mainly based in operational roles onsite or at Head Office however they do hold Head of Department management roles as well.

It is also to be taken in to consideration that the salaries of our site based employees' are determined based on the site contract value itself, which is quoted for and priced at the point of tender - long before we have started the recruitment process. Therefore the gender of the applicant does not have any bearing on the salary offered.

Nonetheless in order to improve our gender pay gap representation we would encourage and welcome women to apply to our engineering vacancies who will be provided with opportunities for career progression in the same way as their male colleagues. From the data we can also identify that we have more male employees in senior roles so we will aim to review the development opportunities for the roles which our female employees are employed in. We do hope that this will be the case narrowing the current gender pay gap.

Further details about how we intend to tackle our gender pay gap can be found by contacting the HR department.

Name	Paul Roberts
Position	Managing Director
Date	April 2019