

## Our Gender Pay Gap report



**Exchequer Solutions are a commercial contracting company who have been trading from Chester since April 2003. We provide services to our clients, primarily Employment agencies and customer service at the forefront of everything we do.**

We welcome the Gender Pay Gap reporting requirements and believe that what gets measured gets managed. Publishing gender pay gap data on an annual basis will help employers, including ourselves, to see where action to close the gender pay gap is most needed. It will also help us to establish a benchmark for our own employees.

# What is gender pay gap reporting?

From 2017 onwards, any UK organisation employing 250 or more employees must publicly report on its gender pay gap in six different ways; the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about the differences in the actual earnings of men and women doing equal work. Exchequer Solutions is an equal pay employer.

## Our gender pay gap data

We collected our data on 5th April 2021. At that time, Exchequer's Head office based workforce was 65% populated by female staff members and 35% by male. Similarly, the management team was made up of 63% females and 37% males. Exchequer Solutions also has a large site-based workforce who work predominantly in the Construction Industry, in keeping with trends within the Construction industry, this workforce consisted of 95% male workers and 5% female workers.

<b>Mean Gender Pay Gap</b>	-6.58%
<b>Median Gender Pay Gap</b>	-2.38%
<b>Mean Gender Bonus Gap</b>	-12.94%
<b>Median Gender Bonus Gap</b>	0.00%
<b>Proportion of males receiving a bonus</b>	0.77%
<b>Proportion of females receiving a bonus</b>	14.29%

Quartile	Females	Males
1st (Lower)	6.90%	93.10%
2nd	12.11%	87.89%
3rd	10.69%	89.31%
4th (Upper)	11.46%	88.54%

The above data shows that we have a negative pay gap, i.e. our Mean pay for females and our Median pay for females is slightly higher than the equivalent values for males. However, we believe that this gap can be explained by the fact that the vast majority of our workforce are male in manual work on construction sites – this is in line with Construction Industry norms. Similarly, the above data shows we have a positive mean gender bonus gap and a positive median gender bonus gap, we believe that these gaps are explained by the fact that Exchequer Solutions only pays bonuses to a very small percentage of its workforce creating a very small sample size on which to base the percentages. We believe that all our workforce makes a valuable contribution to the business and we ensure they are rewarded fairly for this performance, our preference is to reward via base salary and company benefits, where bonus schemes are in existence, these are always based on individual and departmental performance rather than gender.

## Bridging the Gender Pay Gap

Exchequer Solutions are committed to employing, training and promoting the best possible employees, regardless of gender. We recruit, remunerate and promote our workforce based on skills and ability alone and irrespective of gender. We will continue to monitor the salaries and bonuses of all employees both in our head office and in the field. We will also continue to monitor the ratio of our male / female staff, particularly in head office and will monitor the same for the make up of our management team. We are committed to developing our staff and promoting from within, based on skills and ability alone and regardless of gender.

**I can confirm that this report has been written in line with the Gender Pay Gap legislation and the figures contained with it are correct.**

**Mike Lowndes, Managing Director**

