

Gender Pay Gap Reporting – The Avocet Trust

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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.

In compliance with the legislation stated above our gender pay information for the year March 2018 to April 2019 is as follows;

Mean Gender Pay Gap

6%

Median Gender Pay Gap

0%

Mean Bonus Gender Pay Gap

4.02%

Median Bonus Gender Pay Gap

0%

Proportion of Males and Females Receiving a Bonus Payment

100%

Proportion of males and females in each quartile band

	FIRST MALE	SECOND FEMALE
FIRST	19%	81%
SECOND	25%	75%
THIRD	22%	78%
FOURTH	28%	72%
OVERALL	23%	77%

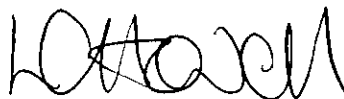
We are required to publish the results on our own website and a government website. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge 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. We will establish this by **using our existing HR and payroll records**. All employees can confirm and update their records if they choose to by contacting the HR department on 01482-329226.

Les Howell
Chief Executive



Avocet Trust - March 2019