





What is gender pay gap reporting?

From 2017 onwards any UK organisation employing 250 or more employees has to publicly report on its gender pay gap. The gender pay gap is the difference in the average earnings between all men and women in an organisation. Gender pay gap reporting is not about equal pay. Equal pay concerns differences in the actual earnings of men and women doing equal work.

Our gender pay gap Data collected: 5 April 2021 Workforce:  299  65

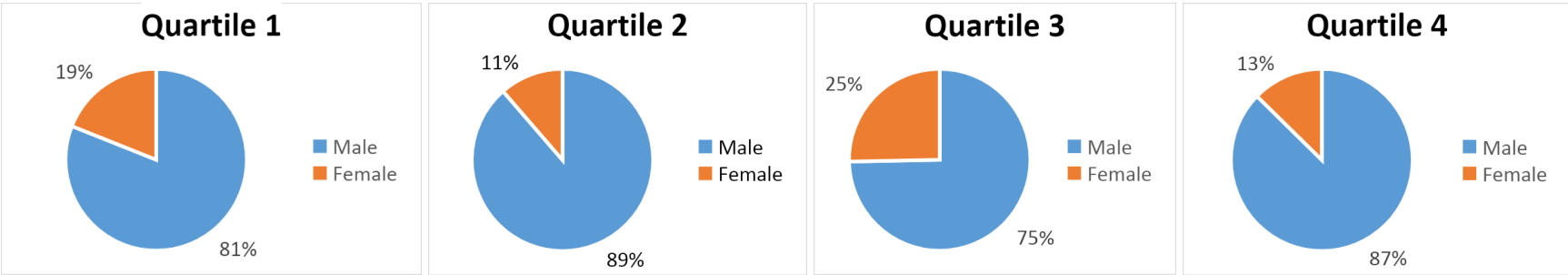
Mean gender pay gap: **Men are paid 1.7 % higher than women** Median gender pay gap: **Women are paid 4 % higher than men**

Mean bonus gender pay gap: **Women are paid 49 % less than men** Median bonus gender pay gap: **Women are paid 100 % higher than men**

Proportion of males and females receiving a bonus: **Males 2.3%** **Females 1.5%**
For the purpose of clarification the bonuses paid are sales commissions

Pay quartiles

When we arrange our hourly rate information in value order and divide it into four equal sized quartiles, the proportion of women in each quartile is:



All roles are valued equally and the above reflects the diverse roles, and equal pay offered to any gender. The bonus is skewed by the numbers receiving bonus only.

Declaration:

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
Tracy Virgo, Chief Financial Officer, The Protector Group Limited.