

Gender Pay Gap Report 2018



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The gender pay gap is the difference between the average earnings of people who identify as men and women, throughout the company and across all roles.

A gender pay gap does not mean unequal pay – unequal pay occurs when two people performing the same role are paid differently. Comparing like for like doesn't tell the whole story. It is important to take into account the different kinds of roles that people who identify as men and women actually occupy, the different salaries associated with those roles, and the reasons behind that disparity. Our gender pay gap reflects the fact that we have an uneven distribution of gender at different role levels and within some higher paid roles such as some technology and professional roles within the Company. This is not a pay issue, it is a representation issue.

The numbers below are a snapshot of We Fight Any Claim employees pay on the 5th April, 2018 and 5th April 2017. You can see the percentage difference between the average hourly rates of pay between people who identify as men and women. It also captures the mean and median difference in bonuses paid to men and women for each year. You can also see the percentage of men and women in each pay quartile.

Pay and Bonus Gap

	Mean * 2018	Mean 2017	Median * 2018	Median 2017
HOURLY PAY	19.2%	14.1%	9.4%	5.3%
BONUS PAID	13.2%	29.1%	6.4%	48.8%

Bonus Awarded

Proportion of bonus awarded for the 12 months to April 2018 – Gap 15.2%



Fig 2 – This shows a 15.2% difference between the number of men and women being paid bonus for their performance in the 12 months to April 2018.

Pay Quartiles



Fig 3. The charts above illustrate the gender distribution at We Fight Any Claim across four equally sized quartiles, each containing just over 110 employees.

As an employer we think reporting on the Gender pay gap is a very positive step in helping to improve transparency to achieve greater diversity across UK businesses. Around 80% of UK companies have a gender pay gap, with companies in financial services and technology sectors having some of the highest – 22% and 19.5% respectively. Whilst we are disappointed to see our Gender Pay Gap increasing from 2017 figures, we are a diverse company which has undergone significant transformational change during this period. This change resulted in a decrease in administrative roles – which tend to be lower paid, and an increase in technology and professional roles – which tend to be higher paid, and this has had an impact. We adopt an inclusive and fair recruitment strategy, however the applicants for the roles in the growth areas – e.g. technology, were mainly male, creating a greater imbalance. We are working to improve this.

The gap in the amount of bonus received by employees improved by over 50% from 2017 and it was pleasing to see more employees overall in receipt of bonus, however, 15.1% more men received bonus than women.

Our Action Plan

As a result of our 2017 Gender Pay Gap figures we committed to monitor gender representation across three main levels of seniority, and we are pleased to see improvements in the percentage of women occupying Senior and Middle Manager roles in 2018:

LEVEL	% of Males 2018	% of Females 2018	% of Males 2017	% of Females 2017
Clerical /Non Managerial Roles	46%	54%	46%	54%
Middle Managers	57%	43%	60%	40%
Senior Managers	57%	43%	64%	36%

Our recruitment and selection processes will continue to be based on merit, and will follow a formal structure to ensure fairness and a lack of bias. We will continue to develop marketing and communication which is inclusive and encourages applicants from all sectors of our community, giving us the benefits of a truly balanced workforce.

Our salary frameworks now detail how much we will pay for each role and the pay process and bonus schemes will continue to include an overview stage to ensure employee performance and any resultant pay increments are applied fairly, consistently and are performance related.

We are confident that men and women are paid equally for doing equivalent jobs in our business, but our figures show that we still have work to do to improve the number of women in senior and other higher paid positions.

We are a high-performing team, but not at the expense of our home lives or mental health and wellbeing - we are continuously looking for ways we can support our employees to stay healthy and productive and want to create an environment where a good work/life harmony is the norm and working for the Company can be seen as accessible and appealing to everyone. We are working hard to make real progress towards closing the gap and making sure that everyone who works for the Company is rewarded fairly for their work and is supported to excel.

I confirm the data reported is accurate.



Richard Thomas
Chief Executive
1st March, 2019.

Definitions

***Mean Gender Pay Gap**

The difference between the average of men's and women's pay.

This is calculated by adding together the hourly rate of pay of all male employees and dividing it with the number of male employees – gives the mean hourly rate of pay for men. The hourly pay rates of all female employees is added together, then divided by the number of female employees – this gives the mean hourly rate of pay for women. The mean hourly rate of pay for women is then subtracted from the mean hourly rate of pay for men. This result is then divided by the mean hourly rate of pay for men and multiplied by 100. This shows the mean gender pay gap in hourly pay as a percentage of men's pay.

***Median Gender Pay Gap**

The difference between the midpoints in the ranges of mens and women's pay.

The hourly pay rates of all male employees is arranged from highest to lowest, and the hourly rate that is in the middle of the range is identified – this is the median hourly rate of pay for men.

The process is repeated for all female employees.

Subtract the median hourly rate of pay for women from the median hourly rate of pay for men, then divide the result from the median hourly rate of pay for men and multiply this by 100. This gives the median gender pay gap in hourly pay as a percentage of men's pay.

Summary of Figures

Mean Gender Pay Gap	19.2%	Median Gender Pay Gap	9.4%
Mean Bonus Gender Pay Gap	13.2%	Median Gender Bonus Pay Gap	6.4%
% in Receipt of Bonus	Male 61.7% Female 46.5%		

Quartile	% Men Per Quartile	% Women Per Quartile
Lower Pay Quartile (0% - 25%)	42%	58%
Lower Middle Pay Quartile (25% - 50%)	49%	51%
Upper Middle Pay Quartile (50% - 75%)	48%	52%
Upper Pay Quartile (75% - 100%)	71%	29%



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Richard Thomas
Chief Executive

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