Gender Pay Gap Report for the First Ark Group

April 2017

Introduction

The First Ark Group are a significant employer in the Knowsley with over 420 employees delivering services to over 23,000 customers.

All organisations with more than 250 employees are required by law to publish details of their gender pay gap – none of the individual parts of our business employee more than 250 people so we are not obliged to comply. But we are voluntarily publishing this information in order to align with our company values – **open** to demonstrate our commitment to being a **fair** employer.

The data shows for the First Ark Group that our mean gender pay gap is **6%** compared to the UK average of **18.4%.** As an organisation we are committed to ensuring that our people are rewarded fairly for their contributions, regardless of their gender.

We offer our employees a wide range of flexible working options to enable them to effectively manage their work/life balance. These options include part-time working, job share, occasional home working, flexitime and agile working.

We appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief. However, we recognise that some groups are under-represented in our workforce and we are committed to ensuring that our employees reflect the make-up of the communities we serve.

Here at the First Ark Group

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44%
of our colleagues
are female

56%
of our colleagues
are male

Our **average**
gender pay gap is
6.0%

compared to the **UK**
average **in 2017**
18.4%

Here we set out more detail of our gender pay gap and bonus pay gap along with the number of male and female colleagues in each quartile of our pay ranges. Then we explain what we think the reasons are for the differences.

By law, we are required to publish data regarding our mean and median gender pay gap information.

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Our **mean** gender pay gap is

6.0%

The mean is our average pay. This is calculated by adding up all our salaries and dividing by the number of colleagues

Average Hourly Rate for a Female is

£13.70

6% Lower

Average Hourly Rate for a Male is

£14.60

6% Higher

Our **median** gender pay gap is

3.2%

The median is the middle value in our pay. This value is calculated by organising all of our salaries in order and picking the middle number.

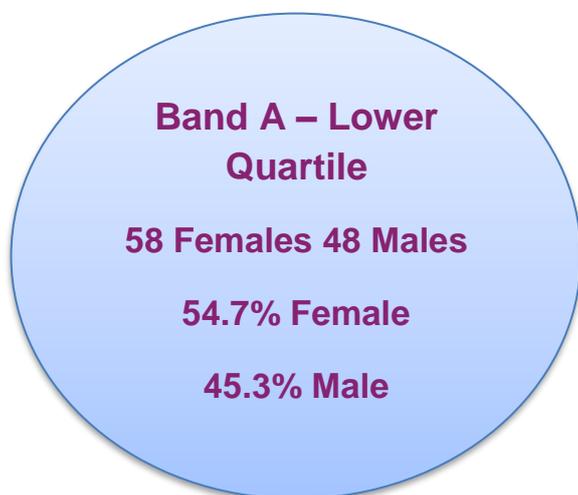| Median Hourly Rate for a Female is	Median Hourly Rate for a Male is
£12.00	**£12.40**
3.2% Lower	**3.2% Higher**

Pay bands

Below is the summary split of where men and women sit in terms of the **quartile pay bands**. We listed the salary of every colleague in order and split the list into four equal parts to give us our quartiles A, B, C and D.

The chart below shows that there is higher proportion of women in Band A, whereas Bands B, C and D have a higher percentage of men.

Band A – Lower Quartile

58 Females 48 Males

54.7% Female

45.3% Male

Band B – Lower Middle Quartile

42 Females 62 Males

40.4% Female

59.6% Male

Band C – Upper Middle Quartile

32 Females 72 Males

30.8% Female

69.2% Male

Band D – Upper Quartile

52 Females 53 Males

49.5% Female

50.5% Male

Bonus

Here are the number of men and women eligible for bonus, as a percentage of the total headcount.

Number of Females Receiving Bonus

0%

Women's Bonus Pay is

100%

Lower - Mean and Median

Number of Males Receiving Bonus

0.9%

Men's Bonus Pay is

100%

Higher - Mean and Median

Understanding the gap

Our gender pay figures are healthy in comparison to the national average and we are focused on what we can do to improve gender equality even further which will help to continue to develop a fair workplace for our people and attract new talent in the future.

We know there are a number of reasons which create the gender pay gap, such as a higher number of female employees choosing to work in lower paid part-time jobs. We recognise that some employee groups, such as trade operatives have very few women working in that area. This group of employees is male dominated and makes up a significant proportion of the total workforce within the First Ark Group.

Next Steps

Through our Employee Forum and our recognised trade unions we will continue to encourage employees to raise issues that they believe contribute to gender inequality and we will work with them to break down barriers if they exist.