





	Median	Mean
Gender pay gap	-2.1%	7.2%
Gender bonus pay gap	56.8%	62.7%
Proportion of males and females receiving a bonus payment.	 3.8%	 5.0%
Proportion of males and females in each quartile band.		
Quartile		
Upper	87%	13%
Upper middle	81%	19%
Lower middle	84%	16%
Lower	84%	16%

Under new legislation introduced in 2017, employers with in excess of 250 employees are required to publish a prescribed analysis relating to the gender pay gap within their organisation on an annual basis. The table above is the result of the analysis carried out in 2017.

This report is based upon the 213 male and 40 female employees in place within ARRK Europe Limited at the snapshot date of 5th April 2017.

Gender Pay Gap

The median pay gap is defined as the difference between the median hourly rate of pay that male and female full-pay relevant employees receive. With a negative percentage of -2.1% it is indicated that female employees typically receive a higher rate than male employees. However, when analysed on a mean average basis, the typical male hourly rate of pay is 7.2% higher.

Gender Bonus Pay Gap

Of those employees that were paid a bonus during the qualifying period, the gender bonus pay gap analyses the differences in the levels of bonus paid to each gender. For 2017 the median level of bonus paid to female employees was 56.8% of the same measure paid to male employees. The mean average bonus paid to female employees was 62.7% of that pay to male employees.

Proportion of males and females receiving a bonus payment

In this reporting period 8 male and 2 female staff received a bonus. This represents 3.8% of all male staff and 5.0% of all female staff.

Proportion of males and females in each quartile band

This calculation shows the proportions of male and female full-pay relevant employees in four quartile bands. This is done by dividing the workforce into four equal parts. The employees are listed in order of their hourly pay rate, with the highest levels appearing in the upper quartile and the lowest levels in the lower quartile. This report suggests shows that for this particular reporting period the upper quartile was made up of a higher proportion (87%) of male employees than any of the other quartiles.

Summary

The analysis of our gender pay gap indicates that whilst women represented 16% of our workforce there are evident disparities in the upper and upper middle quartile ranges. The data also suggests that on average whilst proportionately more women were paid a bonus than men, that bonus was typically of a lower value.

As with all organisations in the UK, we operate an Equal Opportunities policy in which we select, recruit, develop and promote the very best people, basing our judgement solely on suitability for the job. We are also committed to promoting flexible working where possible and instigate reviews of our reward systems regularly. It is anticipated that the continuation of these actions will go some way towards reducing the current gender pay gap.

Declaration

I confirm that the ARRK Europe Limited gender pay gap calculations are accurate and fully meet the requirements of The Equality Act 2010 (Gender Pay Gap information) Regulations.



Simon Holmes
Finance Director