





	Median	Mean
Gender pay gap	9.6%	5.4%
Gender bonus pay gap	0.0%	21.5%
Proportion of males and females receiving a bonus payment.	 70.6%	 79.4%
Proportion of males and females in each quartile band.		
Quartile		
Upper	88%	12%
Upper middle	88%	12%
Lower middle	83%	17%
Lower	82%	18%

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 2018.

This report is based upon the 254 employees in place within ARRK Europe Limited at the snapshot date of 5th April 2018.

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 percentage of 9.6% (2017: -2.1%) it is indicated that male employees typically receive a higher rate than female employees. This is an increase from the previous year where female employees typically received a higher rate than male employees. This is due in part to the change in proportionate numbers of each sex within the quartiles. A fewer number, and proportion, of female employees appear in the higher two quartiles resulting in the median being present in the third quartile this year. Additional analysis also shows that the mean gender pay gap percentage has fallen to 5.4% (2017: 7.2%).

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 2018 the median level of bonus paid to female employees was 0.0% (2017: 56.8%) of the same measure paid to male employees. The mean average bonus paid to female employees was 21.5% (2017: 62.7%) of that pay to male employees. The significant decreases in these percentages is as a direct result of the introduction of a bonus scheme for all employees and is directly linked to business performance, and payable on a quarterly basis to all eligible staff.

Proportion of males and females receiving a bonus payment

In this reporting period 139 (2017: 8) male and 27 (2017: 2) female staff received a bonus. This represents 70.6% (2017: 3.8%) of all eligible male staff and 79.4% (2017: 5.0%) of all eligible 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 shows that for this reporting period the upper two quartiles were made up of 88% (2017: 84%) of male employees, with the lower two quartiles showing 83% (2017: 84%).

Summary

The analysis of our gender pay gap indicates that the percentage of female staff employed has fallen to 14.7% (2017: 15.8%). The numbers of female employees have remained constant within the lower quartiles, however there is a reduction in the numbers in the upper quartiles. This has caused a significant change in the median gender pay gap.

There have been significant reductions in the percentage differences in all other gender pay gap percentages suggesting that the business is proactively addressing the gaps.

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 further.

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