

Gender pay gap 2018 report

This is the second report for Wilkin Chapman Group Ltd reflecting the gender pay gap at 5 April 2018 and it complies with the requirements set out in the Gender Pay Gap Regulations. In this year's report we have gone beyond our legal requirements by reporting the Fixed Share Partner remuneration gap data.

The headline mean gender pay gap figure of 37.9% is marginally worse than the previous year due to a number of factors. As a Company, we continue to focus on driving greater gender balance. However, given the make-up of the employee population (being predominately female in Secretarial, Administration and Clerical supporting roles which are generally lower paid), the gender pay gap results will only change if we see significant changes to that population.

The Company is, however, committed to continuing to reduce the gap by ensuring that any unintentional bias is removed and by providing equal opportunities and development for all our employees regardless of gender.



Des Mannion
CEO

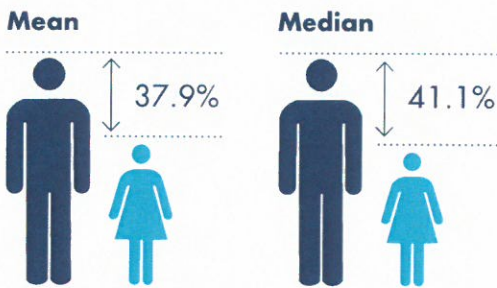


Julie Brearley
Head of HR

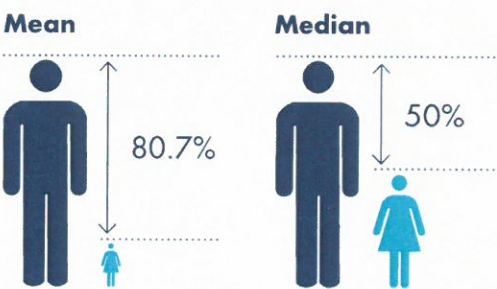
Statutory Disclosures

The gender pay gap is defined as the difference in the average pay between men and women. This differs from equal pay which is the right for men and women to be paid the same when doing the same, or equivalent, work.

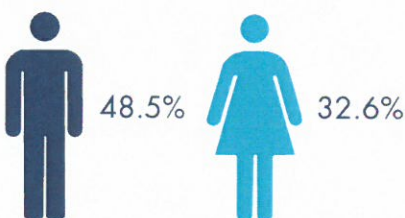
Basic pay – the difference in average pay between men and women



Bonuses – the difference in average bonus paid between men and women who received a bonus



The proportion of employees receiving a bonus payment



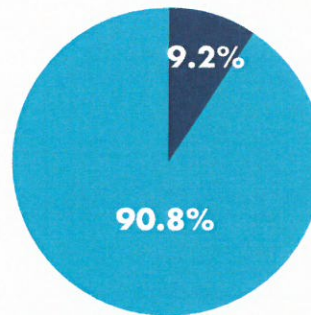
Gender pay figures for Wilkin Chapman Group Ltd

The information below illustrates our gender pay gap figures that have been calculated in line with the Government Regulations. The figures show the mean and median pay gap based on hourly rates of pay at 5 April 2018 and the mean and median bonus gap based on bonuses paid in the 12 months to 5 April 2018.

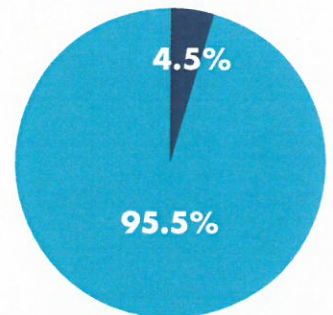
Pay Quartiles

The graphics below show the proportion of females and males in each quartile band

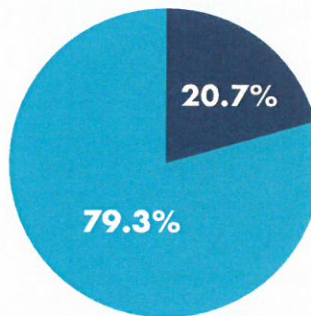
Lower quartile



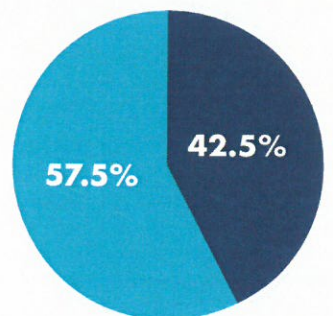
Lower middle quartile



Upper middle quartile



Upper quartile



● Male ● Female

Declaration

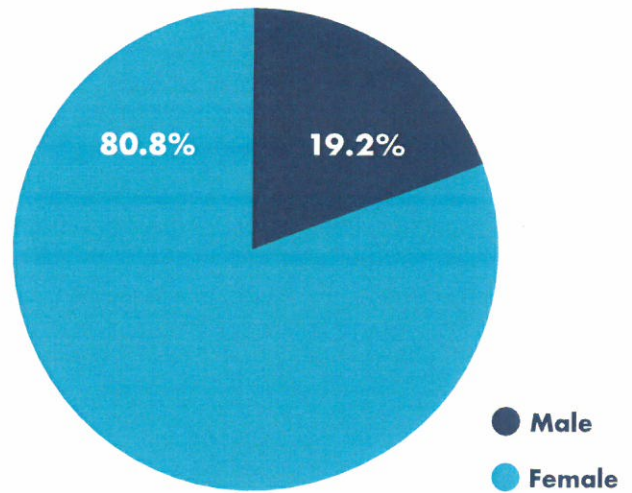
We confirm that Wilkin Chapman Group Ltd's gender pay data is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Des Mannion, CEO

Understanding the Gender Pay and Bonus Gap

Wilkin Chapman Group Ltd's mean gender pay gap of 37.9% continues to be higher than the UK mean gap of 17.9%. The main reason for this gap continues to be a demographic one.

Whilst the proportion of female to male employees remained roughly the same as 2017, the figures continue to be impacted by a disproportionate female to male ratio. The pie chart opposite shows that, overall, 80.8% of the employee population is female.



Gender Pay Gap

The total number of employees 'in scope' for gender pay reporting was 349 with a female to male ratio of 4.2:1 (Male = 67 / Female = 282). In addition, (as highlighted in the pay quartiles) there continues to be a high proportion of females in Secretarial, Administrative and Clerical supporting roles which are generally lower paid. We have also seen an increase during the period of 3.2% in the number of females occupying these roles.

This female to male ratio coupled with the lower earnings attributable to the female population continues to distort the overall gender pay picture. An analysis of male and female pay at various grades within the business demonstrates that, with the exception of the Support Services cohort, the Company's pay gap is, actually, well below the national average.

Bonus Gap

In the gender pay period at 5 April 2017, the Company awarded a Christmas bonus by way of vouchers to all employees which was required to be disclosed under the statutory disclosure obligations. However, for this reporting period, the Company amended its policy in relation to the giving of Christmas vouchers and substituted this with a contribution to Christmas festivities which does not require disclosure. This different policy has affected the proportion of employees receiving a bonus payment in the period.

A higher proportion of females than males received a bonus but due to more males occupying senior roles, the average amount that males received was greater. This is reflective of the proportional split of female to male ratio.

Addressing the pay gap

Our second gender pay report confirms the difficulty of improving the gender pay and bonus gaps in the professional services environment. Wherever we can address the imbalances, we will strive to do so by eliminating any unintentional bias. However, given the make-up of the workforce and the fact that the female population continue to occupy lower paid roles, any significant improvement of our numbers will prove difficult.

Changes we have made since 2017:

- Guidance notes on the promotion to Fixed Share and Equity partnership to increase transparency and assist development conversations and career progression.
- Introduction of an applicant tracking and recruitment system for all positions (including Trainee recruitment). This enables collation and analysis of diversity and equal opportunities data to better understand the demographics of external applicants.
- Enhanced maternity/paternity pay.
- An increase in the number of females occupying senior roles.

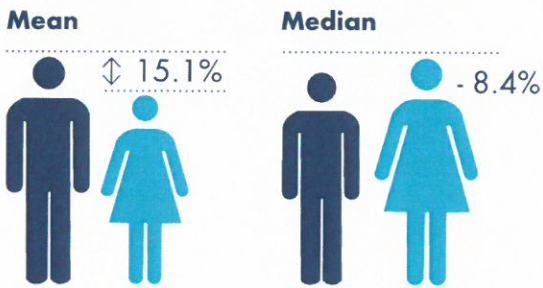
Priorities over the next two years:

- Exploring flexible and agile working opportunities across the business.
- Creation of a Shared Parental Leave policy.
- Provide training to eliminate any unconscious bias.

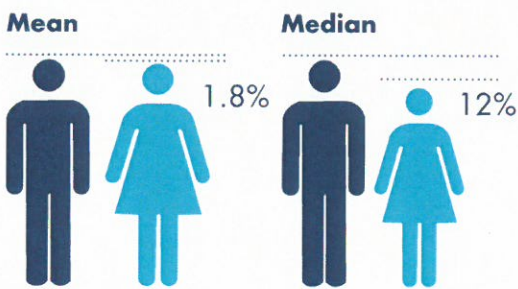
Pay and Bonus Gap for Fixed Share Partners (FSPs)

As far as our FSPs are concerned, the mean pay gap for the same period is 15.1%. This is well below our employee average and well below the National average. The mean bonus gap for FSPs is 1.8% and 90% of all FSPs received a bonus.

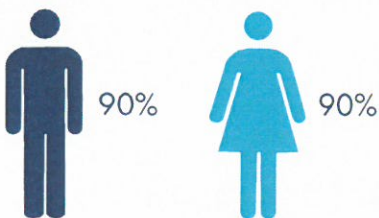
Basic remuneration – the difference in average pay between men and women



Bonuses – the difference in average bonus paid between men and women who received a bonus

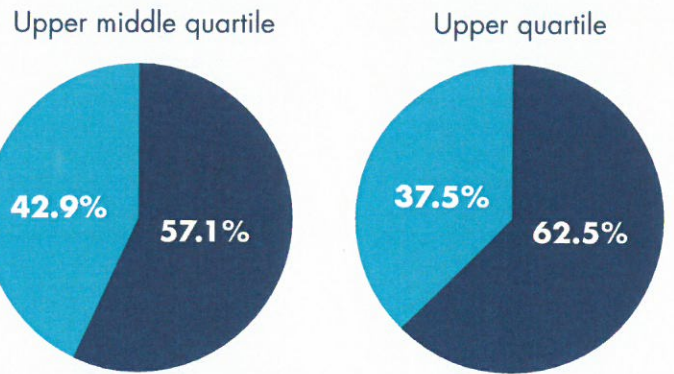
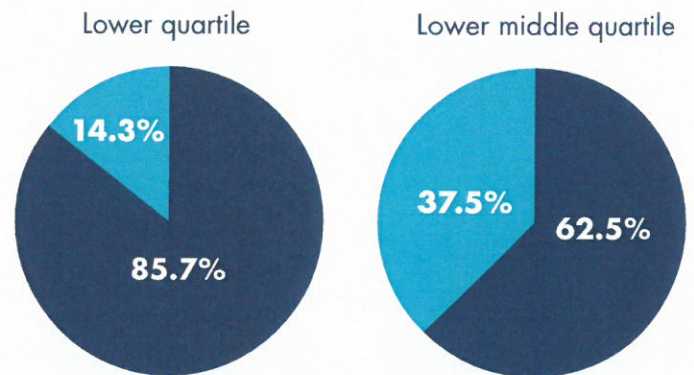


The proportion of FSP receiving a bonus payment

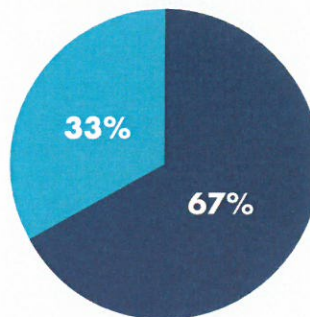


Pay Quartiles

The graphics below show the proportion of females and males in each quartile band



Overall gender split



● Male ● Female