

GENDER PAY GAP REPORTING - 2020

Spicerhaart believe that there are job opportunities for everyone across all aspects of diversity of which gender is one.

Spicerhaart aim to recruit and maintain a gender balanced workforce, to accurately reflect the customers and communities we serve.

Spicerhaart is committed to supporting women in the workplace and addressing gender representation.

Effects of COVID-19

Due to the challenges and unprecedented uncertainty posed by the pandemic in 2020, approximately 63% of our workforce was on furlough in April 2020 in order to safeguard jobs.

Government guidance on Gender Pay Gap reporting states that only “Full Pay Relevant” employees can be included in some of our Gender Pay Gap statistics. Accordingly we were required to exclude employees who were placed on furlough during April 2020 from calculations for the following statistics: mean pay gap; median pay gap; the proportion of males and females in each pay quartile.

As a result, these 2020 statistics represent only a portion of our workforce and therefore we do not believe that they are comparable to a ‘normal’ year.

The bonus gap and bonus pay received statistics are based on “Relevant” employees ie all employees who received bonus pay in the 12 months up to 5 April 2020 and therefore do include those on furlough.

The Basis of Pay Gap Calculations

The mean and median pay gaps compare the April 2020 hourly pay rate (inclusive of bonuses and commission) of our male and female employees. This is different from Equal Pay which looks at pay differences in men and women carrying out the same role. Our policy is to pay men and women equally for doing the same role. The pay gaps calculated below, reflect the fact that whilst the numbers of men and women are fairly evenly matched in the middle two pay quartiles, more of our most senior roles are performed by men with more of our more junior roles being performed by women.

Mean Pay Gap

Separately for each gender, we add all of the hourly pay rates together and divide this by the number of employees of that gender.

Our mean gender pay gap was **30.9%**.

Median Pay Gap

Separately for each gender, we organise our employees from lowest to highest based on their hourly pay rate, then identify the middle female employee’s hourly pay rate and the middle male employee’s hourly pay rate.

Our median gender pay gap was **25.6%**.

The Basis of Quartile Calculations

We organise our employees from lowest to highest based on their April 2020 hourly pay rate, and cut this list into four sections each containing an equal number of employees then calculate the percentage of males and females in each quartile.



Lower Quartile
Male 28.9%
Female 71.1%



Lower-Middle Quartile
Male 49.3%
Female 50.7%



Upper-Middle Quartile
Male 54.1%
Female 45.9%



Upper-Middle Quartile
Male 74.1%
Female 25.9%

The Basis of Bonus Gap Calculations

The mean and median bonus gaps compare the total bonus pay (including commission) for our male and female employees who received bonus pay in the 12 month period up to 5 April 2020. Men and women carrying out the same roles are placed on the same commission and bonus scheme ensuring earning potential is consistent. Again the bonus gap calculations reflect the higher mix of men in the most senior roles where higher levels of bonus are paid and the fact that many of the more junior roles where the mix of women is higher have lower or no bonus pay element.

Mean Bonus Gap

Separately for each gender, we add the total bonus pay together and divide this by the number of employees of that gender.

Our mean bonus gap was **41.0%**.

Median Bonus Gap

Separately for each gender, we organise our employees from lowest to highest based on their total bonus pay, then identify the middle female employee's bonus pay and the middle male employee's bonus pay.

Our median bonus gap was **52.1%**.

Percentage who received Bonus Pay (including commission)

Male 89.0% Female 87.3%

