

Gender Pay Report 2018

Introduction

Employers with 250 or more employees are required to publish gender pay gap information from 2019, based on data from April 2018. This report provides English Provender Company Limited (EPC) with all the necessary results based on current data.

Details

This report has been prepared in line with the requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Relevant date: 5th April 2018

Summary of gender pay gap report

The mean gender pay gap for EPC is -9.0%

The median gender pay gap for EPC is -9.2%

The mean gender bonus gap for EPC is -23.3%

The median bonus gender pay gap for EPC is -12.8%

The proportion of male employees in EPC receiving a bonus is 69.3%

The proportion of female employees in EPC receiving a bonus is 78.38%

EPC pay quartiles (number of employees in each band):

Band	Male	Female	Description
1	68.57%	31.43%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	75.00%	25.00%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	70.48%	29.52%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4	60.00%	40.00%	Includes all employees whose standard rate places them above the upper quartile

We believe that EPC has used its best endeavours to provide an accurate picture of its gender pay gap. The figures set out above are based on accurate payroll data supplied by EPC and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information)



James Logan
Managing Director