

Gender Pay Gap Report Data as at 1st April 2020

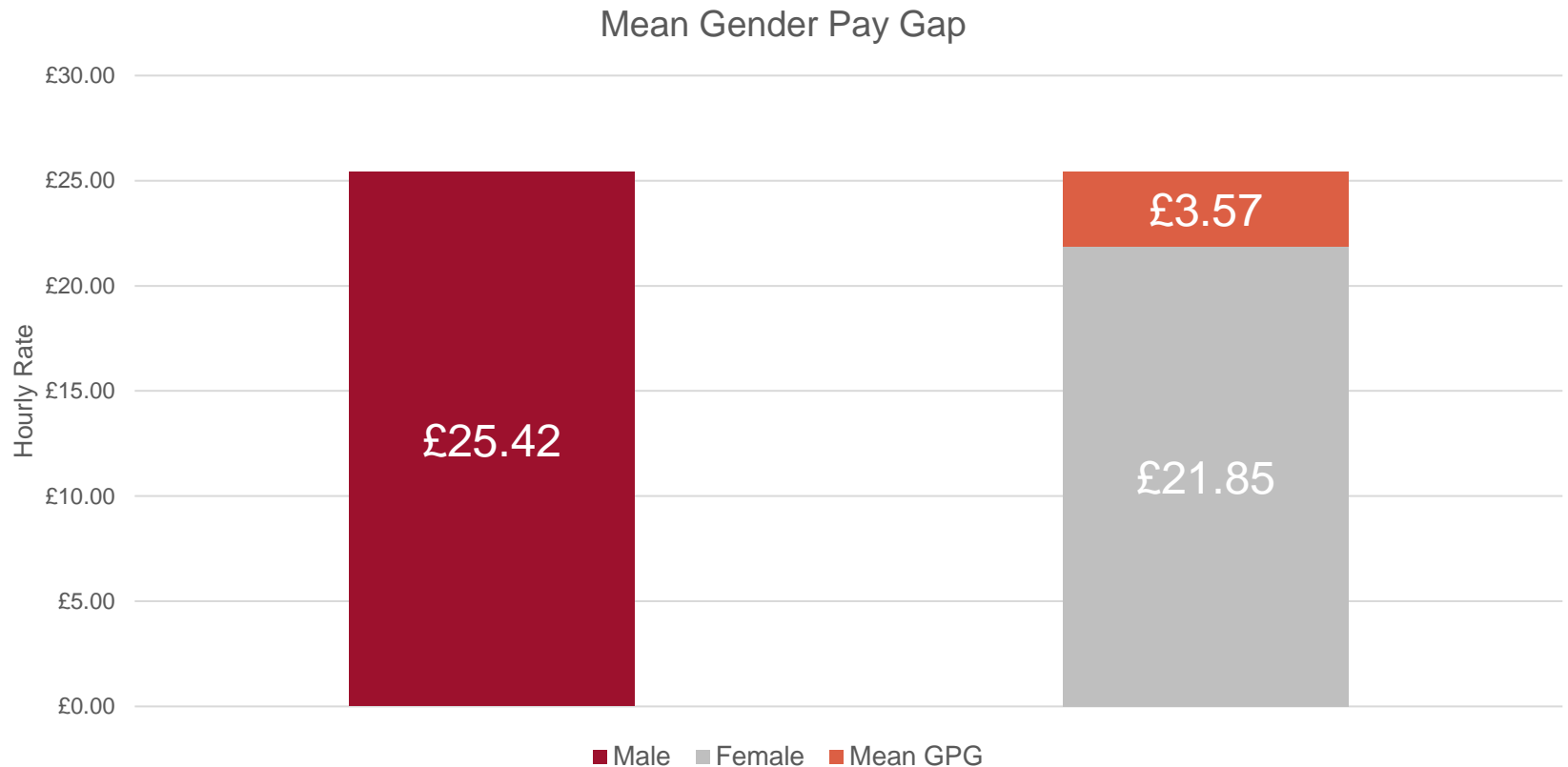
LLWR Ltd Gender Pay Gap Analysis

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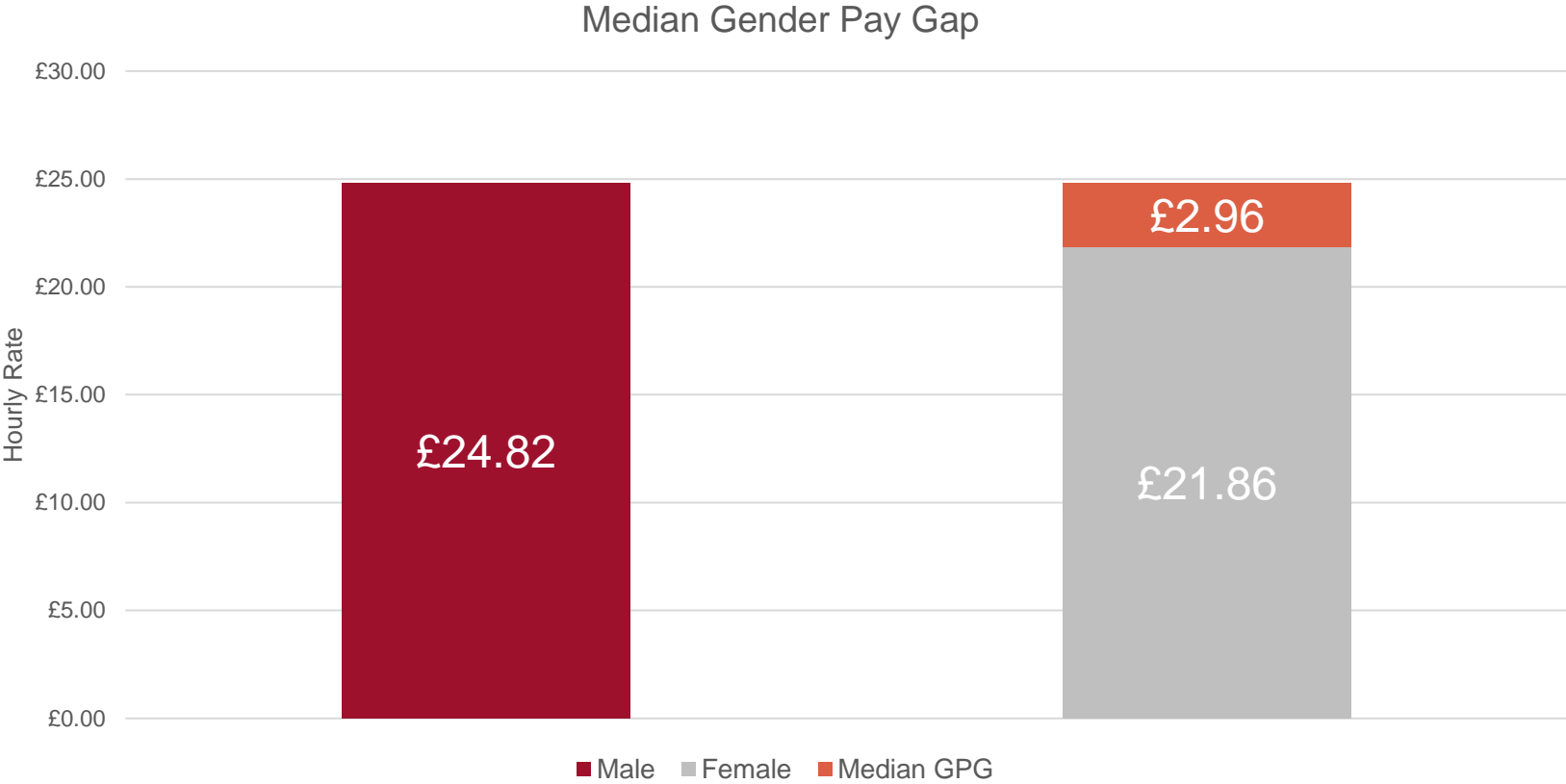
The Gender pay report requires companies to report on the following criteria:-

- Mean gender pay gap in hourly pay as a percentage
- Median gender pay gap in hourly pay as a percentage
- Mean bonus gender pay gap as a percentage
- Median bonus gender pay gap as a percentage
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

The *mean* pay gap looks at the average pay for males and females in an organisation, comparing the two averages and expressing any difference as a percentage. The mean pay gap for LLWR Ltd is **14.04%**, i.e. female employees are, on average, paid 14.04% less than men. Last year's figure was 14.24%, this figure has improved by 1.4%.

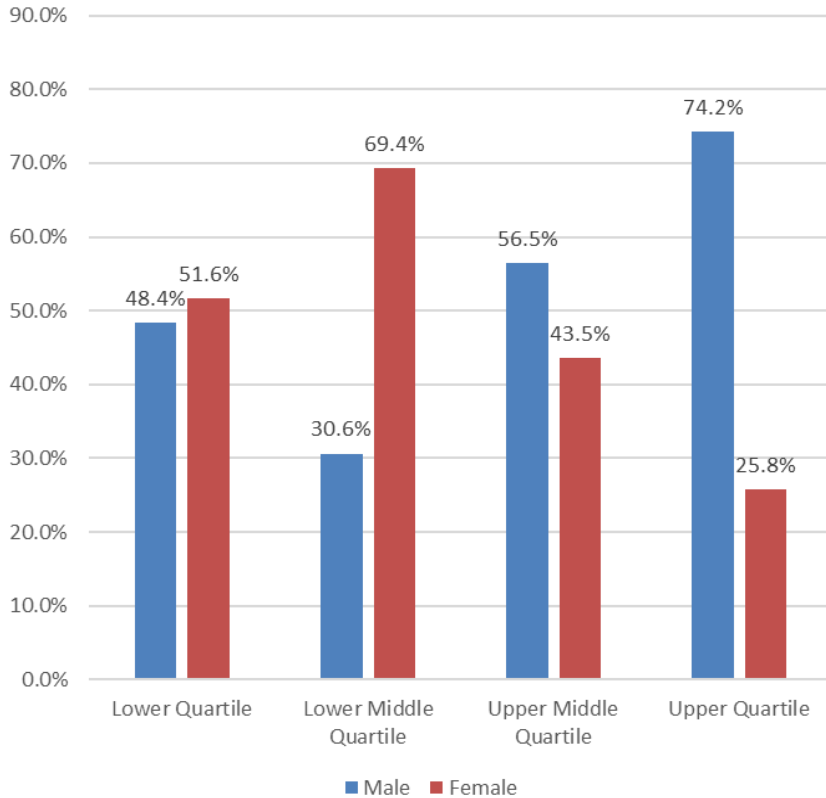


The *median* pay gap looks at the same data for males and females as the mean, but sorts it in ascending order and takes the middle value. The median values are compared and any difference expressed as a percentage. The median pay gap for LLWR Ltd is 11.93%, i.e. female employees are, on a median basis, paid 11.93% less than men. Last year's figure was 10.50%, this figure has deteriorated by 13.6%.

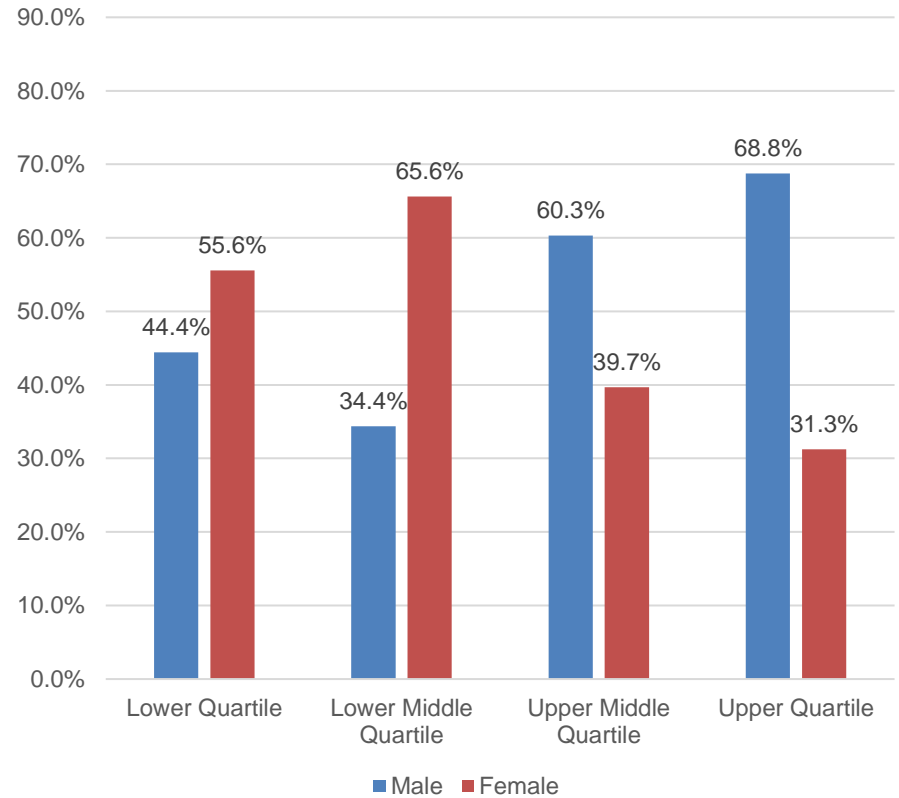


The proportion of males and females in each quartile measurement looks at the total number of employees, orders them by pay rate and then divides them into 4 equal groups. In LLWR Ltd.'s case there are 254 employees in total in 2020. In 2019, LLWR Ltd. had a total of 248 employees. The results are analysed to show the proportion of males and females in each quartile:

Quartile Data 2019



Quartile Data 2020



Proportion of Males and Females Receiving a Bonus Payment

The gender bonus gap looks at the average (mean) and median bonus payments for male and female employees, comparing them and measuring the percentage gap in the same way as for ordinary pay.

The mean bonus gap for LLWR Ltd is 19.38%. This figure is 3.13% greater than last year.

The median bonus gap is 35.41%. This figure is 4.72% greater than last year.

As all LLWR Ltd employees receive some form of bonus, the proportion of male and female employees receiving a bonus is 100%.

Gender Bonus Gap

	Male	Female	%
Mean Bonus	£6529.54	£5264.13	19.38
Median Bonus	£6348.08	£4100.00	35.41

Proportion of Males/Females Receiving a Bonus

	Received Bonus
Males	100%
Females	
Total Employees Receiving Bonus	
% Bonus Gap Male	100%
% Bonus Gap Female	100%

Summary

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- The mean gender pay gap has improved by 1.4%, however, the median gender pay gap for pay has increased. The mean and median gender pay gap for bonus have both increased, therefore we have carried out an analysis to investigate why there has been an increase.
- The Upper Quartile of females has improved by 21.3%. However, this has been at the expense of the Upper Middle Quartile where most of these individuals have been promoted from.
- The key thing to improve for LLWR is to get a more even distribution of males and females across the four quartiles by having more female Band 3's and in Lead Team roles.
- LLWR has changed the way bonuses are paid such that all staff are paid the same Company bonus, however, only Band 3's receive a personal bonus of up to 5% of their salary.