

## GENDER PAY GAP STATEMENT 2019-2020

As an employer with 250+ employees, we are required by law to carry out Gender Pay Gap Reporting under the Equality Act 2011 (Gender Pay Gap Information) Regulations 2017

This involves preparing six calculations that show the difference between the average earnings of males and females in our organisation irrespective of their role or seniority.

**EQUAL PAY** is men and women being paid the same for the same work

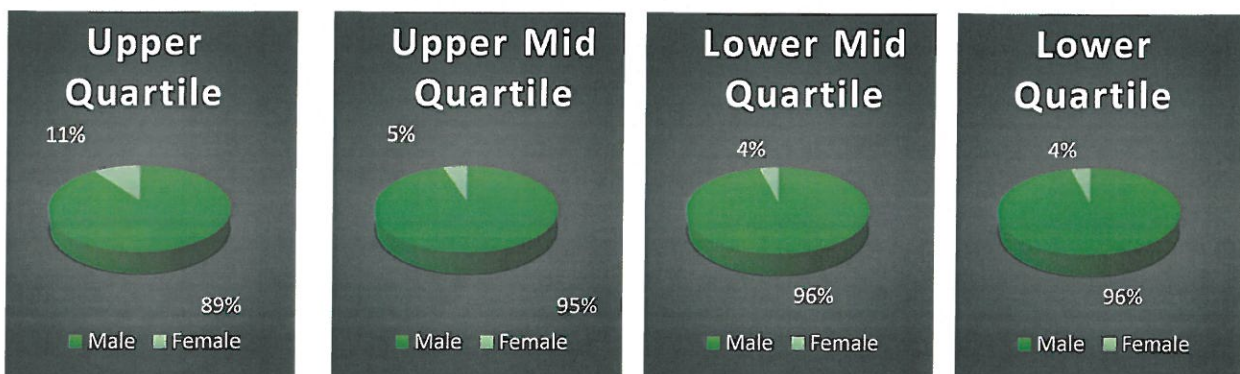
**GENDER PAY GAP** is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women

### Our Results

A **negative** figure means that female results are higher than male results

1. Mean Gender Pay Gap =	<b>-4.37%</b>	2. Median Gender Pay Gap =	<b>-10.73%</b>
3. Mean Bonus Gender Pay Gap =	<b>45.24%</b>	4. Median Bonus Gender Pay Gap =	<b>30%</b>
5. Proportion of Males receiving a bonus payment =	<b>74.07%</b>	Proportion of Females receiving a bonus payment =	<b>72.41%</b>

6. The proportion of males and females in each quartile pay band:



## Our Statement

John O'Conner (GM) Limited are pleased to report our second year Gender Pay Gap results. It has shown that the mean pay for female employees is slightly higher than for male employees. On average women are paid 4.37% more than men. In fact, in most areas of the report, it is shown that there is very little difference between males and females in pay. The report shows that we employ significantly more men than women, across all levels of our business.

% Female 4%    % Male 96%

The report highlights a difference between men and women related to bonus payments. This is attributed to there being more men employed in senior and managerial positions which attract higher bonuses.

Our 2019/2020 year snapshot data again shows why our own business and our industry are missing out on female talent. Gender pay gap reporting is a critical step in our plans to attract, retain and develop a diverse talent population.

## Our Aims

We recognise a need to increase the overall number of females in our business and we take steps to encourage female applicants in to all operational areas, including field staff, operations management and sales, areas in which we are particularly male orientated. Grounds maintenance has not historically been perceived to be a female orientated industry, so we recognise that this is something which may not be able to change significantly in the short term. We do currently recruit apprentices and employees through many channels which are clearly open to both male and female applicants. We will need to actively work on creative ideas and execute plans to attract and employ more female applicants. This formed part of our Business Plan for last year and is included again this year.

We are proud of the promotion opportunities we offer in the business. We employ and promote staff based on competency in open and fair competition, but due to the high numbers of male field staff, promotions of men to management positions attracting bonuses are very much higher. We hope in the future to attract females to field staff roles and naturally offer the same promotion opportunities. The long term result being improved Bonus Gender Pay Gap figures

Signed .....



Matthew O'Conner  
MANAGING DIRECTOR

Dated ..... 20 March 2020 .....