



# Gender Pay Gap Report

2018

From April 2017, the government introduced annual gender pay gap reporting for all companies with more than 250 employees.

We're pleased to share the findings from our first Gender Pay Gap Report and how we're looking to the future.

# What is the gender pay gap?

The gender pay gap measures and reports on the difference in the average hourly pay between all men and women employed by an organisation.

It's different to equal pay, which deals with the difference in pay between men and women who carry out the same or similar jobs or work of equal value.



## What's included in our hourly pay?

Hourly pay includes basic pay, allowances and shift premiums. It doesn't include on-call and standby allowances, overtime or payments relating to termination of employment.

## How is the gender pay gap worked out?

The gender pay gap is calculated using two separate methods – median and mean.

**A mean average is found by adding up all the numbers and dividing the result by the number of numbers in the list.**

**A median average is found by listing all the numbers in numerical order.** If there's an odd number of results, the median average is the middle number. If there's an even number of results, the median average will be the mean of the two central numbers.

## What our findings show

### The mean gender pay gap at AvantiGas is 6.5%

This is significantly below the 17.4% reported by the Office for National Statistics in their Annual Survey of Hours and Earnings 2017.

### The median gender pay gap at AvantiGas is 31.9%

This is significantly above the 18.4% reported by the Office for National Statistics in their Annual Survey of Hours and Earnings 2017.

## What affects the gender pay gap?

On average, men earn more than women, but it's important to understand the context of our findings, as there are a number of factors which can affect the gender pay gap. For instance, the preferences men and women tend to have when it comes to the type of work they choose to do and the current nature of the industry we work in.

This report is based on a total of 255 people working at AvantiGas, of which 179 are men and 76 women.

Some job roles at AvantiGas tend to attract more men, such as drivers and engineers, whilst office-based roles tend to attract more women.

Specific skills, competencies and qualifications are often needed for job roles within areas such as logistics and engineering, meaning that they attract higher levels of pay. At the moment, these roles at AvantiGas tend to be held by men, which therefore influences our mean and median pay gap.



### AVANTIGAS MEAN Gender pay gap

# 6.5%

On average men earn more than women.

### AVANTIGAS MEDIAN Gender pay gap

# 31.9%

On average men earn more than women.

## Pay quartiles

As well as sharing mean and median findings, gender pay gap reporting also requires us to show the proportion of male and female colleagues in each quartile pay band. This is done by dividing our workforce into four equal parts, ranked from the lowest hourly rate of pay to the highest. This list is then divided into four sections or quartiles, with an equal number of colleagues in each section (or as close as possible to this). The quartiles, from the lowest to the highest, are called the lower quartile, the lower middle quartile, the upper middle quartile and the upper quartile.

## The majority of our colleagues received a bonus in 2018

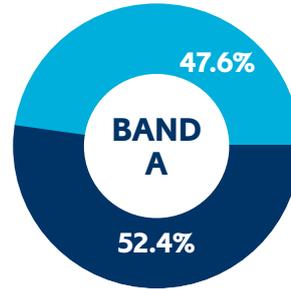
Bonus payments include commission, incentives, discretionary company bonuses and management bonuses.

In 2018, the proportion of female colleagues who received a bonus was 91%, compared to 84.9% of men.

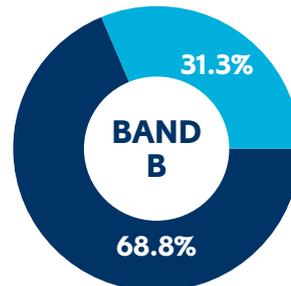
The mean gender bonus gap at AvantiGas is 16.4% – significantly below the 71% reported by the Office for National Statistics in their Annual Survey of Hours and Earnings 2017.

The median gender bonus gap is 0% – because of the way that bonuses were paid in 2018.

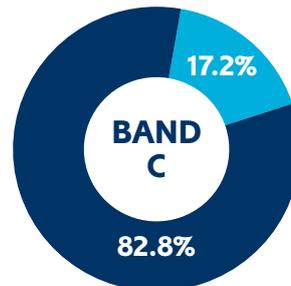
### HOW PAY IS DISTRIBUTED ACROSS OUR QUARTILES:



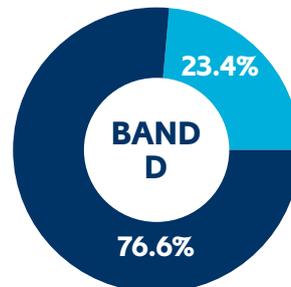
Includes all colleagues whose standard hourly rate places them at or below the lower quartile.



Includes all colleagues whose standard hourly rate places them in the lower middle quartile.



Includes all colleagues whose standard hourly rate places them in the upper middle quartile.



Includes all colleagues whose standard rate places them in the upper quartile.

PROPORTION OF COLLEAGUES AWARDED A BONUS IN 2018



**84.9%**  
OF MEN RECEIVED A BONUS

**91%**  
OF WOMEN RECEIVED A BONUS

AVANTIGAS MEAN GENDER BONUS GAP

**16.4%**  
On average women received more bonuses

AVANTIGAS MEDIAN GENDER BONUS GAP

**0%**

## Looking to the future – how can we close the gap?

We're committed to treating people fairly and rewarding them appropriately. Analysing the numbers and what lies behind them will help us identify opportunities to close the gap.

We need to attract more women into the industry, especially into roles traditionally held by men, and at more senior levels.

We'll continue to focus our efforts on attracting and retaining great talent and providing our colleagues with opportunities to grow and develop, regardless of gender.

**Whilst we're pleased to report a mean gender pay gap of 6.5% – well below the national average of 17.4%, we know that there's work to be done to close the gap, both as an industry and at AvantiGas.**

