



**O'Neill Patient**  
SOLICITORS LLP

## GENDER PAY GAP REPORT

Relevant Pay Period = April 2018

Relevant Bonus Period = April 2017 to March 2018.

Report prepared by: Rick Parry

Financial Controller and COFA.

Report authorised by: Sue Brown

CEO.

### Summary

Under new legislation and in guidance with The Equalities Act (2010) we are required to publish an annual report detailing the difference in pay between Male and Female employees within our business. This report is known as the Gender Pay Gap Report and consists of 6 calculations.

We are pleased to report that we do not have a significant gap in pay between genders, which supports our ethos of equality in the workplace. We are pleased to report that we have managed to reduce the gap even further this year.

**Number of Female Employees: 178**

**Number of Male Employees: 130**

The Calculations:

1. The mean gender pay gap between male and female employees is **-1.3%**.
2. The median gender pay gap between male and female employees is **-3.1%**.
3. The mean bonus gender pay gap between male and female employees is **-11.1%**.
4. The median bonus gender pay gap between male and female employees is **19.8%**.
5. The proportion of males and females receiving a bonus payment is **93.1% Male and 91.6% Female**.
6. The proportion of males and females in each quartile pay band:

	Male	Female
Lower quartile band	55.1%	44.9%
Lower middle quartile band	36.2%	63.8%
Upper middle quartile band	40.6%	59.4%
Upper quartile band	45.7%	54.3%

**Reference to anomalies:**

We have again seen a variance in favour of Female Gender when calculating the mean bonus pay gap, and a variance in favour of Male Gender when calculating the Median bonus pay gap. They net off to a 8.7% positive percentage. There were more Female employees who earned a high bonus than Male employees which would explain why the mean average figure is higher for Female employees.

More Female employees work part time than Male employees in our business, mostly due to their chosen childcare arrangements. One of the bonuses we offer is available to all employees but is paid on a pro-rata basis for part time employees, based on hours worked per week. Therefore because there are more Female employees who work part time than Male employees, the average median bonus paid to Male employees could be higher.

It is also less likely that an employee working part time would have a role with a bonus structure, as these roles are considered to be a Full Time role.

In terms of the employees who did not receive a bonus, this is purely because they did not meet the length of service criteria.

We continue to be mindful of the Gender Pay Gap, but are pleased that the results are generally balanced and that they have improved since last year.

I confirm that the data within this report is accurate.

Signed: \_\_\_\_\_



**Sue Brown  
CEO**

**For and on behalf of O'Neill Patient Solicitors LLP**

