

Bolton at Home's Gender Pay Gap

Reported April 2019 (based on 5th April 2018 pay data)

What equality means to us

As we publish our Gender Pay Gap figures for the second year, we continue to value this transparency in helping to identify and address any inequality issues in pay between our male and female employees.

Bolton at Home strongly believes in achieving an inclusive and diverse workforce, where all employees reach their full potential. We understand the benefits this brings for employees and the organisation alike.

What we do already

Bolton at Home applies a pay structure to the diverse range of roles across the organisation and each role is graded through a consistently applied job evaluation approach.






Each grade has a set pay range and employees move through this, earning more based on length of service irrespective of their gender.

Keeping our eye on the future

Although our Gender Pay Gap remains low in comparison with other organisations across the UK, an increase from last year is still disappointing to us.

It's important we make efforts to improve our position going forward and we intend to do this through:

- Supporting equality and diversity into the organisation and in career development
- Ensuring starting salaries and higher payments are justified and are equitable across the organisation
- Fair and equitable application of overtime and allowances
- Implementation of equality training
- Understanding and using workforce data to inform workforce plans to prepare for future skill requirements

Gender Pay Gap and Employee Distribution			
All Employees  Male 52.3% Female 47.7%	Lower Quartile  Male 40.6% Female 59.4%	Lower Middle Quartile  Male 51.3% Female 48.7%	
	Upper Middle Quartile  Male 55.9% Female 44.1%	Upper Quartile  Male 61.6% Female 38.4%	
Mean Gender Pay Gap 5.7% Increased 3.6% from last year		Mean Bonus Gap 43.4%	
Median Gender Pay Gap 0 % Stayed the same from last year		Median Bonus Gap 43.6% 0.8% of male workforce received bonus (4 males) 0.2% of female workforce received bonus (1 female) Bonus pay refers to retirement and long service gifts.	
Data set does not include employees from Bolton at Home's subsidiary companies.			

"We confirm that our data has been calculated and interpreted according to the requirements of the Equality Act 2010 and the Gender Pay Gap Information Regulations 2017"

Jon Lord, Chief Executive of Bolton at Home

**Bolton
at Home**