



The Mansfield Group Gender Pay Gap Report 2019

At The Mansfield Group we are committed to creating a diverse working environment for all our staff, which we believe is reflected within this Gender Pay Gap Report and within our previous Gender Pay Gap Reports.

Colleague demographic

Last year, we increased the number of female colleagues by 2% and that has been maintained even though we currently employ less colleagues than last year. Our colleague demographic represents the Rescue & Recovery sector, with a gender split of 82% male and 18% female.

Gender Pay & bonus gap

We have a mean (average) gender pay gap of 5.4% and a median (middle) gender pay gap of 9.1%. The national median average is 17.3%

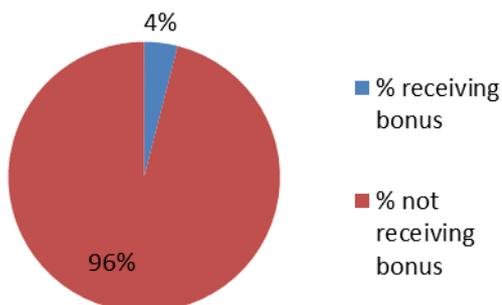
The gap has widened since 2018 due to a reduction in the number of employees overall employed, which is reflected within the pay awards detailed within each quartile, bonus payment are affected due to the number of males employed in job roles that attract bonus's, for example our roadside recovery teams.

<i>Difference between men and Women</i>		Mean	Median
Gender Pay Gap		5.4%	9.1%
Gender Bonus Gap		64.1%	100.0%

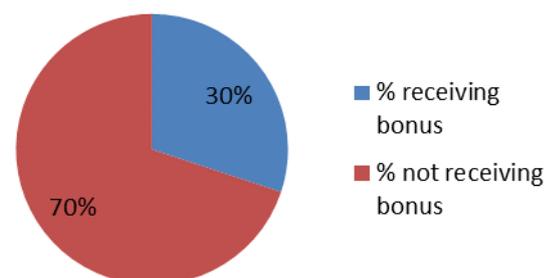
The above table captures the mean and median difference in hourly pay and bonus paid to men and women in the year up to and including (5th April) 2019.

Proportion of all employees receiving a bonus

Female



Male

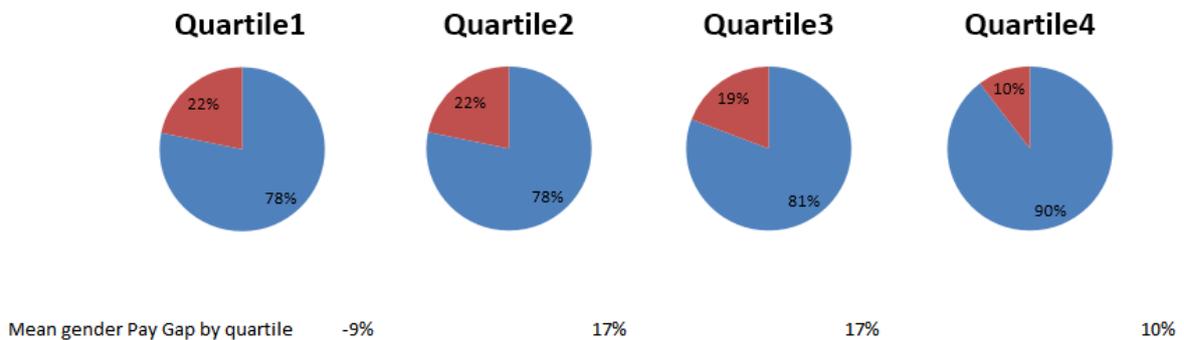




The charts show the percentage of male and female colleagues who received a bonus payment in the year up to and including the (5th April) 2019, which indicates a difference of 26% between the number of women receiving a bonus vs the number of men receiving a bonus.

Pay quartiles across all employees

Each quartile contains 78 employees



How we continue to make a difference

Within The Mansfield Group's 2018/2019 financial year the pay gap has widened in comparison to our previous reports, which is due to a reduction in the overall number of employees employed and that our industry's demographics are 82% male, which as therefore impacted on our % pay awards to our female colleagues. Bonus payments indicate that a higher percentage of males against females receive bonuses. However, analysis shows that the nature of the bonus is skewed to job role predominantly roadside teams as opposed to gender.

We will continue to encourage more females to join The Mansfield Group and we are confident that males and females that carry out the same or similar roles are both paid and rewarded equally

All of this is underpinned by our commitment to focus on embedding diversity within our culture. Together we're creating a company where every employee can be themselves, aim high and be at their best.

Chief Executive Officer

Darrell Mansfield