



The Mansfield Group Gender Pay Gap Report 2018

At The Mansfield Group we are committed to creating a diverse, balanced place to work which reflects the customers we serve and that our people can be themselves and be at their best.

Colleague demographic

Our colleague demographic represents the Rescue & Recovery sector, with a gender split of 82% male and 18% female, an increase of 2% of female employees since our 2017 report.

Gender Pay & bonus gap

We have a mean (average) gender pay gap of -0.7% and a median (middle) gender pay gap of 2.9%. The national median average is 18.4%

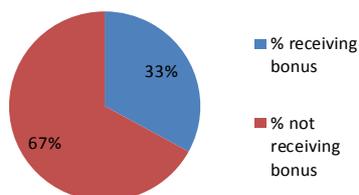
This represents the company's positive approach to all our employees, and shows that our females are not at a disadvantage regarding pay awards.

<i>Difference between men and Women</i>		Mean	Median
Gender Pay Gap		-0.7%	2.9%
Gender Bonus Gap		87.5%	-47.4%

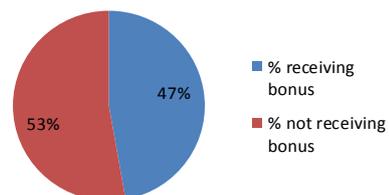
The above table captures the mean and median difference in hourly pay and bonus paid to men and women in the year up to and including (5th April) 2018. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men

Proportion of all employees receiving a bonus

Female



Male



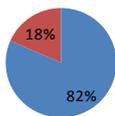


The above charts show the percentage of male and female colleagues who received a bonus payment in the year up to and including the (5th April) 2018, which indicates a difference of 14% between the number of women receiving a bonus vs the number of men receiving a bonus.

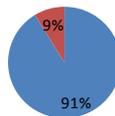
Pay quartiles across all employees

Each quartile contains 114 employees

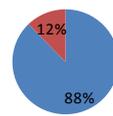
Quartile1



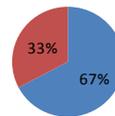
Quartile2



Quartile3



Quartile4



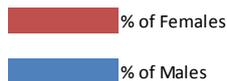
Mean gender Pay Gap by quartile

-13.3%

0.5%

0.4%

4.1%



The above charts show the gender distribution across four equally sized pay quartiles

this shows that The mansfield group has a much higher percentage of male colleagues across all pay quartiles

How we continue to make a difference

We are confident that men and women are paid equally within the same job role across our business, which can be seen in the results.

Our challenge over the last year was to encourage more females to join our male dominated sector, which has increased by 2% and the fact we pay and award our female employees, as we do our male colleagues is certainly something we are proud of, however we will continue to take a proactive approach to encouraging more female employees to join The Mansfield Group.

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.