

Firstsource

Gender Pay Report – March 2017

The following statement shows our gender pay gap as at April 5th 2017 in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Calculations

Employee Quartiles

Table 1 – % of Gender within Employee Quartiles					
Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Females	38.71%	38.49%	39.88%	45.79%	40.72%
Males	61.29%	61.51%	60.12%	54.21%	59.28%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

Mean Gender Pay Gap

Table 2 – Average (Mean) Gender Pay Gap						
Group	Male	Mean Hourly Rate in Group	Female	Mean Hourly Rate in Group	Mean Gender Pay Gap	
					Difference - £	Difference - %
All Employees	3,235	9.09	2,222	9.11	-0.02	-0.22%

Median Gender Pay Gap

Table 3 – Median Gender Pay Gap						
Group	Male	Median Hourly Rate in Group	Female	Median Hourly Rate in Group	Median Gender Pay Gap	
					Difference - £	Difference - %
All Employees	3,235	7.97	2,222	8.19	-0.22	-2.76%

Bonus

Table 4 – Bonus Data					
Gender	All Employees	Bonus Recipients	% Of Workforce by Gender	Average Payment	Median Payment
Males	3,235	2,389	73.85%	998.58	497.20
Female	2,222	1,584	71.29%	717.53	431.12
Total	5,457	3,973	72.81%	281.05	66.09

Women's Bonus pay is		
Mean	28.15%	Lower than Men
Median	13.29%	Lower than Men

The Proportion of Employees that received a Bonus Payment by Gender is		
Male	73.85%	Receive Bonus Pay
Female	71.29%	Receive Bonus Pay

Additional Reports

Table 5 – Average (Mean) Gender Pay Gap by Quartile			
Quartile	Average of Male pay	Average of Female Pay	Average Pay Gap
Lower Quartile	7.29	7.29	0.04%
Lower Middle Quartile	7.80	7.81	-0.09%
Upper Middle Quartile	8.60	8.57	0.30%
Upper Quartile	13.14	12.22	7.03%
Overall	9.09	9.11	-0.22%

I hereby confirm the aforementioned data is correct.

Signed:  _____

Name: Robert Rome