



Gender Pay Gap Reporting

As an employer which has more than 250 employees we are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records as set out in the Regulations based on a "snapshot date" of 5th April 2017.

Mean and median pay and bonus	Mean	Median
Gender pay Gap	Men's mean hourly rate is -24.17% lower than Women's	Men's mean hourly rate is -11.26% lower than Women's
Gender bonus Gap	No bonus paid	No bonus paid

- The mean hourly rate is the average hourly wage across AWM so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage;
- The median hourly rate is calculated by ranking all of AWM's employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Proportion of employees in each pay quartile band	Male	Female
Upper	77.42%	22.58%
Upper Middle	90.48%	9.52%
Lower Middle	95.24%	4.76%
Lower	93.65%	6.35%

Pay quartiles are calculated by splitting all employees in AWM into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Our male employees equate to 88% of the workforce and females 12%. Our industry traditionally predominately employees male employees. The vast majority of our female employees work in administration or management roles where the majority of male employees are employed to work in blue collar positions.

If you have any questions about this communication please do not hesitate to get in touch with me.

Signed for on behalf of
Associated Waste Management Limited

John Brooksbank
Managing Director