

## William Gibbons & Sons Ltd

### Gender Pay Gap Reporting


We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our company. It will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. The information below is based on data as at 5<sup>th</sup> April 2018. At this date William Gibbons & Sons Ltd employed 70% being male and 30% being female.

Our overall mean gender pay gap is 27.7% lower for women.

Difference in mean hourly rate of pay	27.7%	
Difference in median hourly rate of pay	10.7%	
Difference in mean bonus pay	0%	
Difference in median bonus pay	0%	
Percentage of employees who received bonus pay	Male 0%	Female 0%
Employees by pay quartile	Male	Female
Upper quartile	98.7%	1.3%
Upper middle quartile	78.7%	21.3%
Lower middle quartile	48.1%	51.9%
Lower quartile	66.7%	33.3%

I confirm the information published above is accurate.

  
Mark Gibbons, Joint Managing Director