

## **Birtenshaw Gender Pay Gap Report**

**05 April 2021**

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires Birtenshaw as a company that employs over 250 people to publish specific information relating to gender pay gaps. The results below relate to 05 April 2021 during which there were 416 full pay relevant employees, 68% of which were female and 32% male.

Note, occupations such as care where women are over represented typically produce lower pay gaps.

1. Mean pay gap = 0.9% with men being at the advantage of the 0.9%
2. Median pay gap = 0%
3. Proportion of Men and women in each quartile

	Men	Women
Upper quartile	32%	68%
Upper middle quartile	25%	75%
Lower middle quartile	40%	60%
Lower quartile	31%	69%

4. Birtenshaw does not operate a bonus scheme

Birtenshaw is committed to ensuring staff are not discriminated against because of their gender, there are no differential rates based on gender, only based on the job itself.

Results indicate there is no significant positive or negative percentage mean or median gender pay gap.

Birtenshaw is committed to recruiting both male and female staff into the organisation, and will continue to recruit and promote based on merit.

In the results females are proportionally represented in the upper pay quartile. Two out of three Directors are female and ten out of fourteen Senior Managers are female.

I confirm that all reasonable efforts have been made to ensure that the information published within this report is accurate.

**Michelle Hinselwood**  
**Deputy Chief Executive Resources**