

Gender Pay Statement Data for April 2019

We are an employer required by law 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 data.

We are required to publish the results on our own website and the government gender pay website. We will do this within one calendar year from April 5th 2018.

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.
- how effectively talent is being maximised and rewarded.
- The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and monthly PAYE payroll records.

Findings for 2018

1	Average gender pay gap as a mean average		23.1%
2	Average gender pay gap as a median average		26.7%
3	Average bonus gender pay gap as a mean average		10.3%
4	Average bonus gender pay gap as a median average		19.3%
5	Proportion of males and females receiving a bonus	Male – 57.8%	Female – 39.1%
6	Proportion of men and women in the four banded pay groups	Male	Female
	Lower quartile	65.7%	34.3%
	Lower middle quartile	45.7%	54.3%
	Upper middle quartile	80.0%	20.0%

Upper quartile	84.1%	15.9%
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Summary for 2018

Evolution Funding is an equal opportunities employer which employs and rewards based on talent and success and is irrespective of gender. We currently employ more men (67%) than women (33%), this is an increase by 4% of women v men since April 17. It still remains that many of our roles are ones which historically have been predominately favoured by men as a career such as sales and vehicle technicians and this continues to show in the ratio of male to female volumes of applications we receive for these types of roles.

Our recruitment is in house and we filter for all vacant roles based on experience. Once in employment we invest heavily in training and all employees are encouraged to grow and earn to their full potential. We are committed to identifying and developing women with potential to move into our senior roles to redress the balance of the proportion of men to women in the upper middle and upper quartile pay groups and our people development programme is one way of developing this commitment. In the past year there has been an increase of women in the upper middle quartile banded pay group by 5 % and by 2% in the upper quartile banded pay group.

We strive to continually improve our gender gap and will publish the results again in April 2020 as requirement of the government initiative into equal pay.

Should you have any questions about the gender pay gap statement please email HR@evolutionfunding.com