

Partners Employment

2020 Gender Pay Gap Report

Mean and Median Pay

Pay and Bonus Gap			
	Male	Female	% Pay Gap
Mean Gender Pay Gap	£8.97	£9.12	-1.67
Median Gender Pay Gap	£8.58	£8.47	1.28
Mean Bonus Gender Pay Gap	£203.03	£241.04	-18.72
Median Bonus Gender Pay Gap	£195.68	£230.96	-18.03

The above table shows the percentage difference in the average pay (based on an hourly rate of men verses women) on 5th April 2020.

The median gender pay gap was 1.28% meaning that the median hourly rate for men was higher.

Proportion of Males and Females Receiving a Bonus

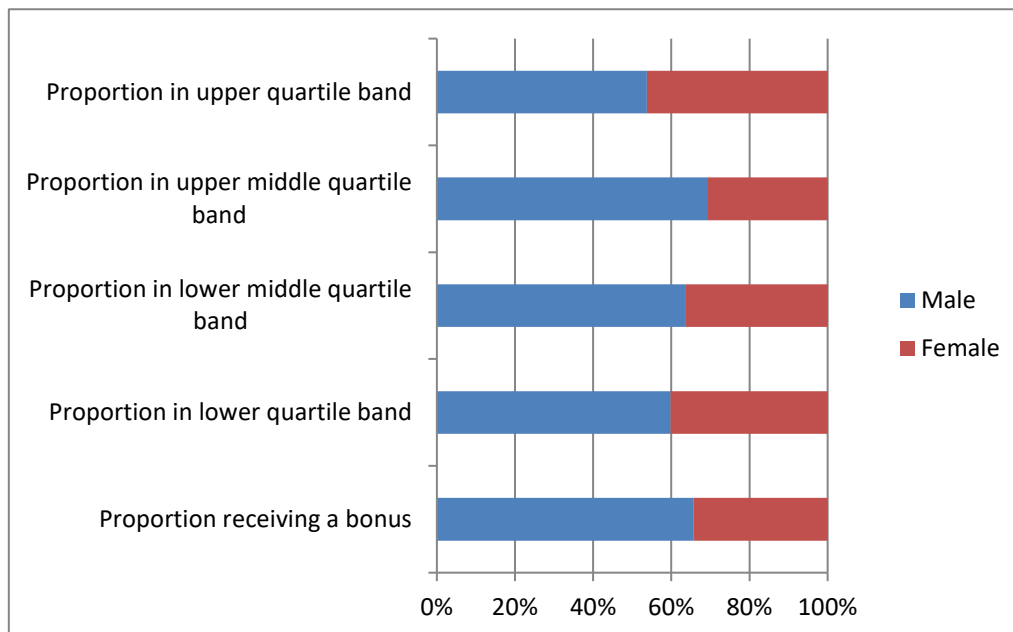
The proportion of males receiving a bonus was 9.96% on 5th April 2020, making the gap 62.62%.

	Male	Female
	%	%
Proportion receiving a bonus	9.96	5.21

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Proportion of Males and Females in Quartile Pay Bands

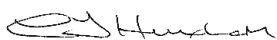
	Male	Female
	%	%
Proportion in lower quartile band	59.81	40.19
Proportion in lower middle quartile band	54.21	30.84
Proportion in upper middle quartile band	69.16	30.84
Proportion in upper quartile band	53.77	46.23



Declaration

Partners Employment are confident that men and women are paid equally for doing equivalent jobs within our business. We are an equal opportunities employer and committed to ensuring women are treated equally within our business.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Lynda Huxham
Managing Director