




Fowler Welch

Listening... Responding... Delivering

Gender Pay Gap 2019

All employers in the UK with over 250 employees must provide data on an annual basis, which details the differences in pay between men and women. This report details information based on the snapshot date of 5th April 2019. On this date 86.2% of Fowler Welch colleagues were male and 13.8% female.

At Fowler Welch we believe in a culture that promotes diversity and equal opportunity for all colleagues. We recognise the benefits of a diverse workforce to ensure we attract and retain the best people for our business.


 Fowler Welch <small>Listening... Responding... Delivering</small>	Mean (Average)	Median (Centre point)
Gender Pay Gap	-2.3%	-1.3%

Our **negative** mean Gender Pay Gap of -2.3% and **negative** median Gender Pay Gap of -1.3% are in contrast to national averages as they indicate that when considered in the context of an overall dataset, female colleagues' hourly rates **compare favourably** to those of male colleagues.

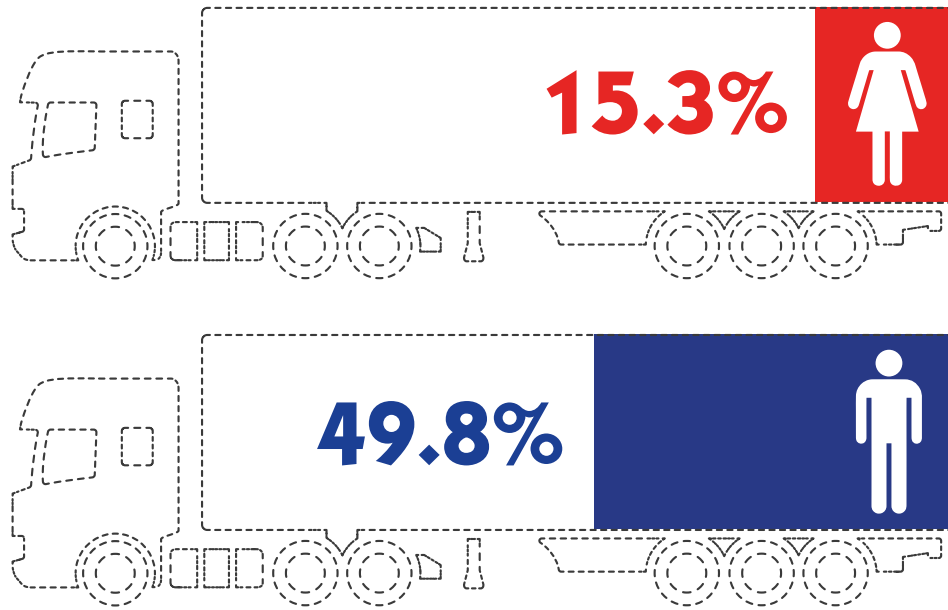
Male and female weekly paid colleagues are paid the same rates for roles in the same locality, although naturally there are regional variations in rates, in respect of the local market.

For our monthly paid colleagues our rigorously applied grading structure means we are confident that any differences in pay between men and women are based purely on ability and assessed competence, rather than gender.

Fowler Welch is committed to ensuring that pay is related to personal progression and continues to roll out the Company Job Ladder scheme across monthly paid roles to provide clarity and transparency in all pay-related decisions.

 Fowler Welch <small>Listening... Responding... Delivering</small>	Mean (Average)	Median (Centre point)
Gender Bonus Gap	-22.8%	-39.3%

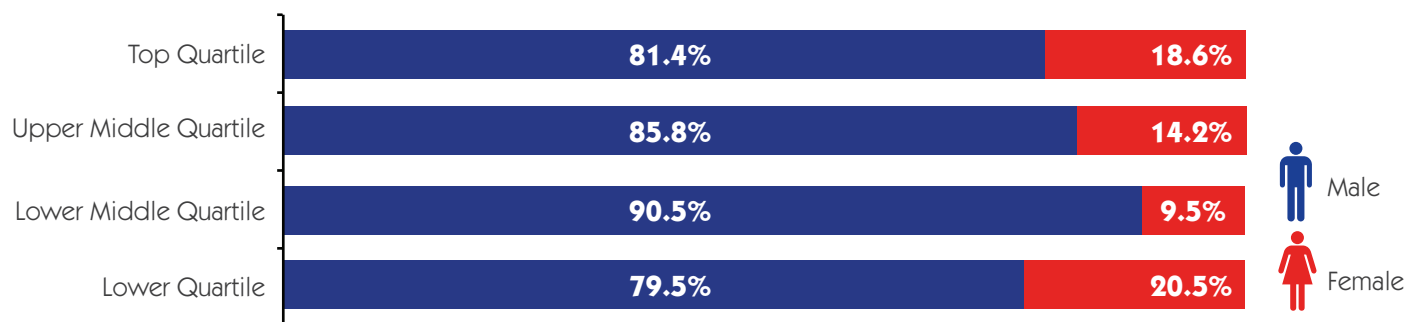
Proportion of Male and Female Employees Receiving Bonus Pay



Our Gender Bonus Gap reflects the fact that the majority of colleagues in driving roles who receive a bonus under our quarterly-paid Driver Incentive Scheme are male, whilst the majority of females who receive a bonus are in managerial roles and receive higher performance-based payments (on an annual basis).

Colleagues who do not currently participate in a managerial bonus scheme shared 5% of our Company profits for the financial year ending March 2019 under a discretionary Colleague Profit Sharing Scheme. These Profit Share bonuses were awarded in July 2019 and will therefore impact the next Gender Bonus Gap dataset (to be published in April 2021) - increasing the percentage of colleagues receiving bonus pay.

Pay Quartile Information by Gender



The pay quartile data is reflective of the gender profile across our workforce and does not present any concerns about equal pay. It illustrates that the highest proportion of females is in the lower quartile (largely administrative roles) and the second highest proportion of females is in the top pay quartile (largely managerial roles). In this 2019 dataset there is a marked increase in the percentage of females in the upper middle quartile vs 2018 and a marked decrease in the percentage of females in the lower middle quartile vs 2018. Whilst females typically occupy roles within central services, Fowler Welch provides equal opportunities within operational teams and demonstrates a fair and consistent approach to pay across genders.

I confirm the data reported is accurate and in line with reporting requirements.
Lynda Hulme, HR Director