



Gender Pay Gap

The following information is published in compliance with the Equality Act 2010 (Gender Pay Reporting Regulations 2017) .

The official submission can be found at <https://gender-pay-gap.service.gov.uk/>

As at 31st March 2017

1. Mean Average Rates

- The mean average hourly rate for CHOICE Facilities Services is £11.21.
- The mean average hourly rate for men is £11.81.
- The mean average hourly rate for women is £9.88.
- **Women's hourly rate based on the mean average is therefore 16.3% lower than men's.**

2. Median Average Rates

- The median average hourly rate for CHOICE Facilities Services is £10.08.
- The median average hourly rate for men is £11.20.
- The median hourly rate for women is £9.05.
- **Women's hourly rate based on the median average is therefore 19.1% lower than men's.**

3 Pay Quartile by Gender

As part of the Regulations, organisations must split the hourly rate for each employee into four quarters (or 'Quartiles'), with the top earners being in the upper quarter. They must then report on how many men and women are in each quarter. The table below shows the number and percentage of men and women in each quartile of CHOICE payroll:

Quartile	Female	Male	Female %	Male %
Lower 1	34.00	33.00	50.75	49.25
2	28.00	39.00	41.79	58.21
3	14.00	53.00	20.90	79.10
Upper 4	7.00	61.00	10.29	89.71

NOTE – Salaries for the same role and service are equivalent for women and men, the difference arises due to the disproportionate % of women in catering and disproportionate % of men in engineering.