



CROWN AGENTS GENDER PAY GAP REPORT

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Crown Agents Ltd. is an employer with a headcount of 250 or more employees on 5 April and is hence required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The first reported period covers a 12 month gender pay gap reporting period ending April 2017. The second set contains provisional figures covering a five-month reporting period ending November 2017. The second set of data does not comprise part of our standard reporting requirement under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

SUMMARY HEADLINES (STATUTORY DISCLOSURES)

The below chart shows the proportion of males and females across Crown Agents Ltd in four equally sized quartiles.

Salary Quartiles

	April 2017	April 2017	November 2017 (provisional)	November 2017 (provisional)
	Male Employees	Female Employees	Male Employees	Female Employees
Lower Quartile	27.9%	72.1%	30.61%	69.39%
Lower Middle Quartile	32.3%	67.7%	42.86%	57.14%
Upper Middle Quartile	55.2%	44.8%	53.06%	46.94%
Upper Quartile	61.8%	38.2%	58.00%	42.00%

Gender Pay Gap

The below table shows our mean and median hourly gender pay gap and bonus gap as of 30th April 2017 and our provisional figures as of 30th November 2017 (pay) and in the 12 months reference period to 30th April 2017 and November 2017 (bonus).

Our provisional November figures show a reduction in the hourly rate of pay gap for both our mean and median calculations, with the mean national rate of pay gap now sitting below the national average of 18.4%.

*NB: only one bonus has been awarded this financial year of under £1000 to a male employee. We expect this to even out more before the end of the year.

	April 2017	November 2017 (provisional)	April 2017	November 2017 (provisional)
	Hourly Rate of Pay	Hourly Rate of Pay	Bonus Pay	Bonus Pay
Mean	26.2%	16.53%	81.9%	100%*
Median	34.0%	22.68%	54.5%	100%*

The mean hourly rate is the average hourly wage across the entire organization so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Proportion of Employees Receiving Bonus Pay

A total of 7.14% of our employees received a bonus during the 12 month period ending April 2017. As shown, 9% of this proportion was men (a total of 11 men) and 5.7% of this proportion was women (a total of 9 women).

	April 2017	November 2017 (provisional)
Male	9.0%	1.09%
Female	5.7%	0%

Why does the Gap exist at Crown Agents?

- We have fewer women in senior positions and highly compensated technical positions which is primarily responsible for our pay gap.
- In terms of the gap in bonuses, Crown Agents operated an ad hoc recognition bonus scheme which was awarded to more females than males. In addition, Crown Agents operated a limited bonus scheme primarily for our positions in commercial trading, of which the majority of these positions were filled by males. Hence, our bonus pay mean became skewed in this direction.

What is Crown Agents doing to close the gap?

- Crown Agents continues to value diversity and equality in our employment practices, and this is demonstrated in our policies, procedures and day to day employment practices. We will continue agile working and flexible working schemes to encourage creating and maintaining a diverse workforce population.
- Crown Agents is committed to carrying out ongoing analysis on gender differences in relation to 1) annual appraisal scores, 2) percentage of salary increases due to promotion and 3) ad hoc bonuses.
- We have already increased the number of female employees in our managerial, senior leadership and executive team levels which we expect will be reflected in our gender pay gap calculations in April 2018.
- We have identified that our senior professional job group is relatively greater impacted by the gender pay gap, and Crown Agents is committed to carry out a deeper analysis within this group in order to further diagnose problem areas and recommend specific solutions.
- Our Human Resources and Recruitment teams will work together, alongside managers and the Staff Council, to create a monitoring and evaluation plan of how positively or negatively CA's current systems are contributing to the gender pay gap, and therefore what policies and systems we need to address.
- Crown Agents is exploring EDGE Certification (Economic Dividends for Gender Equality Certification), which would mean our efforts to reduce the gender pay gap would be monitored by an independent third party. EDGE Certification is the leading global assessment methodology and business certification standard for gender equality, designed to help organisations create an optimal workplace for women and men and to benefit from it.

Declaration

We confirm that Crown Agents Ltd's gender pay gap data reported is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Fergus Drake

Chief Executive Officer