

# GENDER PAY GAP REPORTING



## Introduction

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 employees data.

We are required to publish the results on our own website and a government website.

We will 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.

## Written Statement

I can confirm that Solo Service Group have made our calculations, based on employee gender by using our existing HR and payroll records, and that the published report which is available on our website and the designated Government Website is accurate and true.

Signed on Behalf of Solo Service Group:

Name: Caroline Cooper BA (Hons)

Position: Managing Director

## Percentage of men and Women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	34.4%	65.6%
Upper middle hourly pay quarter	19.6%	80.4%
Lower middle hourly pay quarter	19.7%	80.3%
Lower hourly pay quarter	23.3%	76.7%

## Mean and Median Gender – Pay Gap using hourly Pay

### Mean gender Pay Gap using hourly Pay

2.9%

### Median Gender Pay Gap using Hourly Pay

0%

### Percentage of Men and Women who received bonus pay

Men 0%

Women 0%

## Mean and Median Gender – Pay Gap using bonus pay

Mean gender pay gap using bonus pay	Not Applicable
Median gender pay gap using bonus pay	Not Applicable

## Employee Headcount

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	1000 to 4999
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