

The McCurrach Gender Pay Gap

Message from Jill Ross, CEO McCurrach UK

“Ensuring that McCurrach is diverse and inclusive is at the heart of what we do. We continue to progress on our actions from last year which included Unconscious Bias & Equality training for all Field Managers. We have also introduced a Smart Working programme to provide greater flexible working opportunities and improved work life balance.

We are encouraged to find that our results for this year continue to be consistently better than the averages across UK companies. Our results also show improvement in several areas, but given that we’re not known for standing still, we are committed to improving our measures even further.”

What is the Gender Pay Gap?

The Gender Pay Gap is not just one measure; there are in fact 6 measures that companies are required to publish annually:

1. Mean Gender Pay Gap
2. Median Gender Pay Gap
3. Mean Gender Bonus Gap
4. Median Gender Bonus Gap
5. Proportion of male and female employees receiving a bonus
6. The gender split of male and female employees in each pay quartile

Our Gender Pay Gap Headlines

HOURLY PAY

The **mean** pay variance is the difference between the average hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

The **median** pay variance is the difference between the midpoint in the ranges of hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Mean Pay

7.01%

Median Pay

2.4%

BONUS PAY

The **mean** bonus pay variance is the difference in average bonus pay that male and female employees receive.

The **median** bonus pay variance is the difference between the midpoint in the ranges of bonus pay that male and female employees receive.

Mean Bonus

8.72%

Median Bonus

16.7%

PERCENTAGE OF EMPLOYEES RECEIVING A BONUS

Proportion of male and female employees who were paid bonus pay during the year to 5th April 2018

67% of men
received a bonus

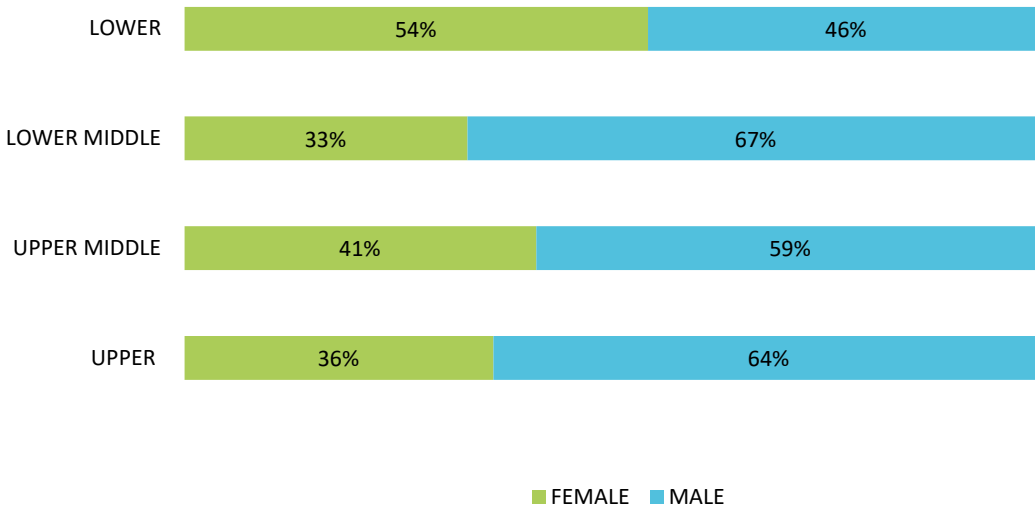


52% of women
received a bonus



QUARTILE RANGES

The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands



Our Commitments

I'm delighted that we are launching a Diversity & Inclusion Framework in April 2019 which includes a Taskforce led by a member of our Executive Board with key representation across the business.

The 3 focus areas are

1. **Diversity:** We aim to reflect diversity in our communities in all divisions at all levels of the McCurrach Group
2. **Inclusion:** We aim to create and embed an inclusive environment that values differences and allows our people to be their whole self at work
3. **Culture:** We want to ensure that D&I is core to the McCurrach culture and we hold ourselves accountable for delivering inclusion and diversity goals and objectives

We believe this level of focus and commitment will ensure a positive impact on our wider gender representation in the longer term.



Jill Ross

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CEO
McCurrach UK