

Gender Pay Gap Report 2020





At Fittleworth we are committed to an active equal pay and equal opportunities policy. This runs right through the business from the recruitment and selection procedures, through our pay and benefits practices, training and development, appraisal and promotion opportunities, to retirement.

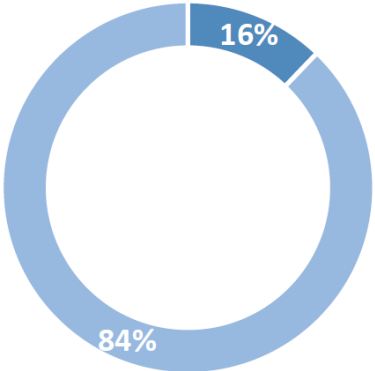
We aim to employ people who reflect the diverse nature of our society and recruit, pay, develop and promote people on merit, rewarding outstanding performance regardless of background or gender.

Pay and Bonus Gap

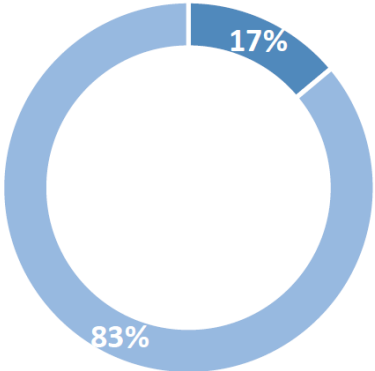
<i>Pay and Bonus Gap Difference between Men and Women</i>		
%	Mean	Median
Hourly Fixed Pay	9.77	2.43
Bonus Paid	22.54	0.06

*The table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2020). It also captures the mean and median difference between bonuses paid to men and women at Fittleworth in the year up to 5 April 2020, i.e. for the 2019 performance year.

Proportion of employees awarded a Bonus



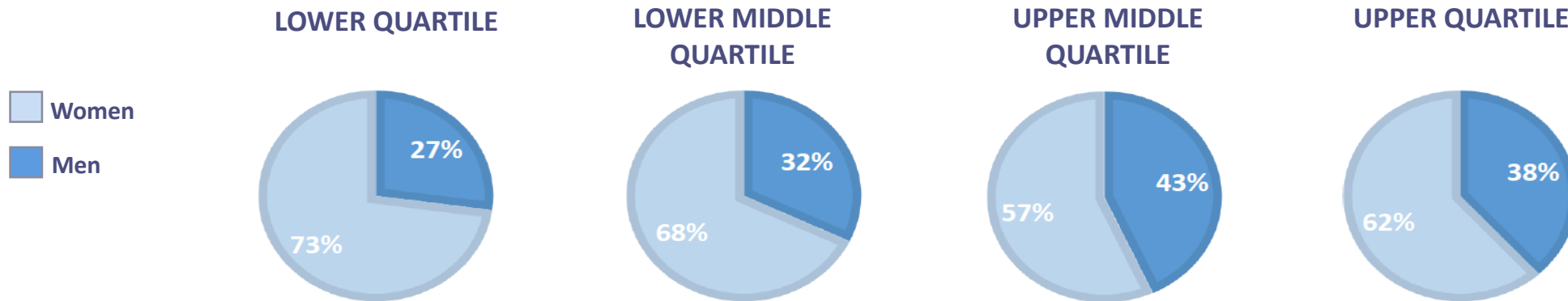
- % Men with Bonus
- % Men without Bonus



- % Women with Bonus
- % Women without Bonus

*These charts show that an almost equal percentage of women and men were paid a bonus for their performance in 2019. In fact, as Fittleworth employ more women than men, almost twice as many women received bonuses than men for their performance in 2019.

Pay Quartiles



The above image illustrates the gender distribution at Fittleworth across four quartiles, each containing 81 employees.

As can be seen we employ significantly more women than men across the business. Employees in the first two quartiles generally represent our Care Centre & Customer Service Departments. We are confident that men and women are paid equally for doing equivalent jobs across our business.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Hannah Mitchell
HR Director