

## Gender Pay Gap Reporting

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which came into force on 6<sup>th</sup> April 2017, employers are required to publish gender pay gap information by reporting the percentage differences in pay between male and female employees. For the reporting obligations to apply, the employer must have 250 or more employees on a specified date (5<sup>th</sup> April each year). This year V2C have not been required to publish the information, although next year we are likely to be required to do so.

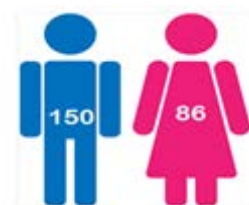
Put simply, the gender pay gap shows the difference between the average earnings of men and women, shown as a percentage of men's earnings.

An employer must publish 6 calculations: -

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. proportion of males and females when divided into four groups ordered from highest to lowest pay
4. average bonus gender pay gap as a mean average
5. average bonus gender pay gap as a median average
6. proportion of males and females receiving a bonus payment

### Results:

V2C employed 236 colleagues on 5<sup>th</sup> April 2017:



V2C employs 150 Males and 86 Females

Therefore 63.5% of employees are Male and 36.5% Females

1.	The difference between the average hourly pay rate for males and females.	Females are earning on average 5.57% lower than males
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*Welsh Housing Associations have an average 8% gender pay gap compared to the UK average gender pay gap of 9.7%.*

2.	The difference between the median (middle value) pay rate for males and females.	Females have a higher median pay rate than males by 6.49%
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3. Proportion of males and females when divided into four groups ordered from highest to lowest pay:

