



# Gender Pay Report 2020

Make more possible.



## Introduction

After navigating our way through the challenges that COVID-19 has presented, our Gender Pay Gap data remains relatively static since our last report. At Allied Publicity Services (Manchester) Ltd we believe our colleagues are fundamental to our success. We recognise the importance of providing an inclusive environment that enables us to attract, develop and retain talented individuals who not only share our values, but also reflect society, our communities and our customers.

We believe our decision to promote flexible/hybrid working within the Group will enable us to attract a more diverse workforce bringing with it all of the cultural, societal and financial benefits this offers, including attracting more women to APS Group.

## What is the Gender Pay Gap?

Following legislation that came into force in April 2017 UK employers with more than 250 employees are required to annually publish their gender pay gap data.

A gender pay gap is a measure of the difference in average pay of men and women working for an organisation, regardless of the nature of their work.

It is different from an equal pay comparison, which involves a direct comparison of 2 or more people carrying out the same, similar or equivalent jobs.

## Understanding the Gap

### Pay Gap

Percentage difference (mean and median) in hourly rate of pay at the snapshot date of 5 April 2020 between male and female employees. The gap is different to equal pay.

### Bonus Gap

Percentage difference (mean and median) in total bonus payments received by male and female employees in the 12 months preceding the snapshot date of 5 April 2020.

### Quartiles

Total percentage of employees in order from lowest hourly rate of pay to highest hourly rate of pay, split into 4 groups.

### % Received Bonus

percent of all male and female employees who received a bonus in the 12 months preceding the snapshot date.

## Mean Versus Median

### The Median Pay Gap

The median is the 'middle'. The gap is calculated by finding the exact middle point between the lowest and highest paid female in our business and the lowest and highest paid male, then comparing the two figures.

### The Mean Pay Gap

The mean is the 'average'. The gap is calculated by adding up the hourly pay of all females in our business and dividing by the number of women, doing the same for our male employees, then comparing the two results.

## Our Results

Our gender split across Allied Publicity Services (Manchester) Ltd



### Gender Pay Gap 2020

13.8% Mean  
14.1% Median

### Gender Pay Gap 2019

8.9% Mean  
3.4% Median

We are again delighted to see that our 2020 data shows our gender pay gap continues to remain below the UK average of 15.5%. Both our mean and median figures show an increase from the previous year, mainly due to 9 appointments which fell in both the upper middle quartile and the upper quartile ranges. 8 of these were male and 1 female, which has been a contributing factor to the increase.

APS Group are committed to paying men and women equitably at every level of the company. A contributing factor of our pay gap is it being historically challenging to attract female colleagues to work in skilled roles within the print industry. Another contributing factor is male colleagues being more likely to work the unsociable shift patterns that accrue shift payments. We also have fewer women than men in relatively higher paid positions, which may attract higher pay and bonuses.

### Gender Bonus Gap 2020

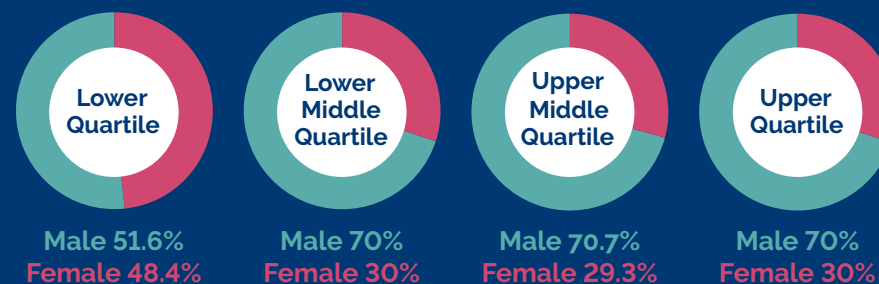
28% Mean  
0% Median

### Gender Bonus Gap 2019

38.4% Mean  
31.8% Median

Our bonus gap is mostly driven by fewer female colleagues working in senior positions where bonuses are a proportion of the reward package. However, this snapshot reflects a companywide bonus paid to employees which explains why our median has shown such a decrease and levelled out.

## Pay Quartiles By Gender



### We will continue to:

- Invest in our employee development with gender playing no part in our decision making.
- We will support the government's Kickstart initiative through offering opportunities across all sectors of our business
- Develop apprenticeship opportunities and work with external training providers to encourage a gender balance. One of our main challenges is that comparatively more men apply for skilled roles within our business, so our objective is to encourage a greater gender balance in this area through target advertising, apprenticeships and work trials.
- Encourage our recruiting managers to shortlist a balanced and diverse set of candidates and remove an unconscious bias within the recruitment process.
- Look at the way we work so we can meet the needs of our colleagues and our customers.
- Actively promote family friendly policies and more flexible working models.

### Declaration

I confirm the information in this statement is accurate

**Nick Snelson**  
Group Managing Director