

Angard Staffing Solutions

2018 Gender Pay Report

Angard Staffing is committed to placing equality, diversity and fairness at the heart of our values, policies and everyday practices. Angard is committed to promoting fair participation and equality of opportunity for all our employees and job applicants. We aim to create an environment in which all individuals are able to make best use of their skills, free from discrimination or harassment. Angard's policy is to provide opportunities based on an employee's performance and skills.

During the 2017-18 year, Angard have focused on attracting more female candidates, through reviewing the content and channels of advertising, and have successfully increased the proportion of female employees of Angard over this period.



April 2018 Total Pay Gap & Pay Quartiles *at 5th April 2018*

The Total Pay Gap is the difference between male and female total pay, which includes pay and allowances. In 2017, there was a small pay gap in favour of men on both a mean and median basis. This has now moved to a small pay gap in favour of women on both a mean and median basis. This change can also be seen in the increased proportion of women in the lower middle, upper middle and upper quartiles.

At Angard, all employees are operational, performing a variety of largely manual work; there are no managers. As a result, all the quartiles contain roughly comparable roles, and the male-female ratio is fairly consistent in each quartile. Pay rates are set based on service (with rates increasing after the employee has achieved the 12 week Agency Workers Regulation qualifying period), location and role, with higher pay for evening and night shifts.

The change in pay gap is due to Angard hiring a higher proportion of women, and an increasing proportion of women completing the AWR qualifying period.

April 2018 Total Pay Gap

	2017	2018
 Mean	0.9% (male > female)	-0.8% (male < female)
 Median	2.5% (male > female)	-0.9% (male < female)



April 2018 Total Pay Quartiles

Quartile	2017		2018	
	Male	Female	Male	Female
Lower	61%	39%	65%	35%
Lower Middle	65%	35%	61%	39%
Upper Middle	68%	32%	61%	39%
Upper	64%	36%	62%	38%

2017-18 Bonus Gap & Proportions Receiving a Bonus *in 12 months preceding 5th April 2018*

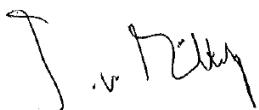
No bonuses are paid to Angard employees. As there are no bonuses paid, there is no gender bonus gap on either a mean or median basis.

2017-18 Bonus Gap

	2017	2018
 Mean	0.0%	0.0%
 Median	0.0%	0.0%

Declaration

I confirm that the data is accurate and in line with mandatory requirements.



Jon Millidge
Company Director