



Gender Pay Gap Report

Introduction and Overview

The UK Gender Pay Gap Regulations require employers with over 250 employees to report their gender pay gap. The report allows for an analysis of any differences in average earnings between males and females, irrespective of their role, length of service or seniority.

As of 5th April 2020, The Encore Group (Encore) employed 328 people over 3 sites in the UK. We are a manufacturer of printed envelopes and packaging, supplying a diverse client base.

Of the 328 employed, 111 are female (34%) and 217 are male (66%).

Gender Pay Gap in Hourly Pay

- Our mean gender pay gap is 15.2%.
- Our median gender pay gap is 13.7%.

At 15.2%, Encore's mean gender pay gap is lower than the UK gender pay gap among all employees of 15.5%.

Our gender pay gap is not an equal pay issue as we know that across our business, men and women are paid equally for performing equivalent jobs and roles.

Bonus Gender Pay Gap

- Our mean bonus gender pay gap is 12.4%.
- Our median bonus gender pay gap is 0%.

Our mean bonus gender pay gap is driven primarily by having more men than women employed across the business.

There is not a median bonus gender gap as the bonus is an annual scheme where all staff have the opportunity to earn a bonus and most staff get the same amount paid to them. Gender is not a factor in this.

Proportion of Males & Females Receiving a Bonus Payment

- 80.2% of women received a bonus payment.
- 81.1% of men received a bonus payment.

As previously stated, all staff have the opportunity to earn a bonus; gender is not a consideration.



Pay Quartiles

	No. of Female Staff	No. of Male Staff	% Female	% Male
Upper Quartile	9	73	11.0%	89.0%
Upper Middle Quartile	22	60	26.8%	73.2%
Lower Middle Quartile	49	33	59.8%	40.2%
Lower Quartile	31	51	37.8%	62.2%

The fact that the lower pay quartile is majority male confirms that we are not paying women less than their male colleagues or giving women the “lowest paid” jobs.

However, the upper quartile shows that we employ a significant higher number of males. This is primarily driven by having more men than women in senior or specialist roles which naturally carry higher salaries.

Conclusion

Equality and Diversity are very important to Encore and we are a diverse organisation in relation to both gender and other characteristics. We remain committed to ensuring fairness and gender equality throughout the organisation so that equal opportunities exist for all our staff based on their job role and their performance.

A gender pay gap does not necessarily indicate unequal pay within an organisation. We are satisfied that men and women are paid equally for performing equivalent jobs and roles.

However, we do acknowledge that our Gender Pay Gap is driven by a lack of women in senior or specialist roles. Development of our key competencies (for all roles) will help to start addressing this balance.

I verify that the data provided in this report is accurate and correct to the best of my knowledge.

Gary Joyce
Financial Director