

GENDER PAY GAP REPORT

Using the payroll data on 5th April 2017, Marcus and Marcus Ltd had 275 staff which was considered as relevant pay employees. And out of the 275 staff, 162 of them were males and 113 were females.

88% of the company's workforce are "Support Workers". The company uses a fair " Pay Structure" whereby the difference in its "Support Worker's Hourly Rate" is due to Service User's needs and compatibility and NOT due to gender of the Support Staff.

Gender Pay Gap

| Mean | Median | Narration |
|-----------------|--------|--|
| (Minus) 0.9% | 0.00% | The figures for Gender Pay Gap gives a very positive insight into the equality of pay within the company. This figures (Mean) indicate that females are marginally advantaged, with the Mean Male Hourly Rate being 0.9% less than Female. This is due to the fact that the majority of the Senior Management roles within the Company are held by women and also due to the fact that the company pays its "Support Workers" based on Service User's needs. |

Gender Bonus Pay Gap

| Mean | Median | Narration |
|------------------|--------|--|
| (Minus) 55.9% | 33.30% | The Mean Gender Pay Bonus Gap shows that women receive higher bonuses within the Company. However, the Median Gender Pay Bonus Gap shows that men receive a higher bonus as compared to women. This is because, the "Median" employee is the employee who happens to be in the middle of the list and would not be a fair representation of the overall Company's bonus structure. |

Who received bonus pay

| Male | Female | Narration |
|--------|--------|---|
| 15.40% | 18.60% | The figures shows that 15.4% of the men employed in the company received a bonus and 18.6% of women employed in the company received a bonus in the 2016-2017 financial year. This is due to the fact that there are more women involved in the Senior Management role as compared to men within the Company. |

Proportion of Male and Female in each Pay Quartile

| Quartile | Men | Women | Narration |
|-----------------------|--------|--------|---|
| Upper Quartile | 73.90% | 26.10% | This quartile consists of all Senior and Middle Management staff, Specialist Staff (Positive Behaviour Support Team) and Supervisors who receive a higher hourly pay rate as compared to support workers. Furthermore, there are some projects which the company pays a higher hourly support worker rate due to "Service Users" complex and challenging needs. |
| Upper middle Quartile | 43.50% | 56.50% | The pay rate for the Upper Middle Quartile , the Lower Middle Quartile and the Lower Quartile is on average the same, therefore the proportion of males and females in these three quartiles "DO NOT" reflect any gender pay inequality. |
| Lower middle Quartile | 30.40% | 69.60% | |
| Lower Quartile | 88.20% | 11.85% | |