



# BARKER AND STONEHOUSE GENDER PAY GAP 2017

**At Barker and Stonehouse we are proud to foster a progressive company culture with many long-serving staff members who help us to create a positive working environment.**

Over recent years we have endeavoured to reduce the Gender Pay Gap and as a result it is now well below the current national average of **18.4%**. However, we acknowledge there is more work to do.

Our Gender Pay Gap figures are based on our data capture carried out in April 2017 on 416 employees across Barker and Stonehouse.

## THE MEDIAN AND MEAN PAY GAP

### MEDIAN GENDER PAY GAP

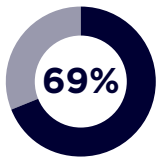
**0.62%**

our median gender pay gap

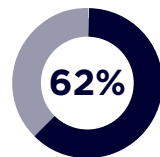
### MEAN GENDER PAY GAP

**15%**

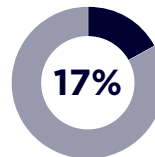
our mean gender pay gap



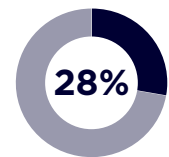
percentage of our male employees who received a bonus



percentage of our female employees who received a bonus

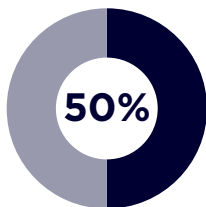


our mean gender pay gap for bonuses

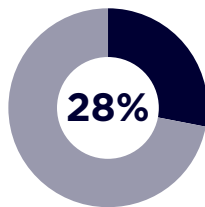


our median gender pay gap for bonuses

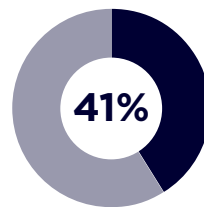
## PERCENTAGE OF FEMALES IN EACH QUARTILE



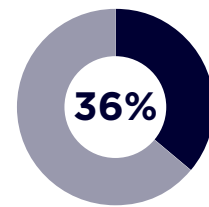
Lower pay quartile



Lower middle quartile



Upper middle quartile



Upper quartile

## CLOSING THE GAP

We will strive to close the gap and have invested in a new in-house training manager who will lead a programme to develop management and leadership skills within the company.