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**Equal Pay Review January 2023 – Public, Actual salaries are not shown.**

**Updating our CSR compliance and policies - I last conducted an equal pay review in 2018 therefore I have carried out a check on our salaries as part of that review.**

**Checks made on salaries paid January 2023. This follows the recent pay review. Part Time salaries have been broken down to hourly rate and multiplied by 35.**

**Directors salaries have been discounted for the purposes of this exercise. We have 2 male and 2 female Directors**

**For the Month of January we employed 12 Male employees and 12 Female Employees We have three part time employees, 2 female, 1 male. We have 2 Male employees in Senior Management positions and one Sales manager, again Male. We have 1 Female department Manager.**

**Our policy is to review salaries based on performance, a demonstration of commitment to the company and the success of the business overall for everyone's gain. We may make Bonus payments during the year but these have been discounted for the purpose of this review.**

**Our Total Salary for December was £\*\*,\*\*\*. £\*\*,\*\*\* was paid to Male employees, giving an average of £\*\*\*. per male. £\*\*,\*\*\* was paid to Female employees, giving an average of £\*\*\*. Per female A difference of £194 per month in Male employees favour.**

**However, the male Managers have now taken on responsibilities from the Directors and their salary reflects that, plus we have 1 female in a Management role. If those salaries are removed from the calculations then the average of the remaining 9 male staff members is £\*\*\*, and the average for the females £\*\*\*. A difference of £29 in the females favour.**

**Where we can directly compare male and females in the same role, Key Account Managers, salaries are similar and variations occur due to experience and performance. My conclusion is that our pay is not affected by gender.**

**Opportunities for Male and Female staff within our organisation are limited due to the flat management structure. All staff are encouraged to take responsibility for their own work. Current Management team have been in place for 5 years.**

**Sue Kelly**

**January 2023**

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