



Joinery & Timber Creations (65) Limited

Gender Pay Gap Reporting Statement

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

The figures are taken from employee data correct as at 5th April 2017

1. Women's mean hourly rate of pay is 5.54% higher than men's.
2. Women's median hourly rate of pay is 32.54% higher than men's.
3. Women's mean bonus pay is 88.11% less than men's.
4. Women's median bonus pay is 20% less than men's.
5. Percentage of employees who received bonus pay:- Male 8% ; Female 8%
6. Employees by pay quartile

	Male	Female
Upper quartile	86.76%	13.24%
Upper middle quartile	88.41%	11.59%
Lower middle quartile	91.30%	8.70%
Lower quartile	97.10%	2.90%

I confirm the information and data reported is accurate as of the snapshot date 5th April 2017.

Antony Bell
Finance Director