



Walstead Roche – Gender Pay Gap Reporting

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 calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. This information below is based on data as at 5th April 2018. At this date Walstead Roche employed 270 people, 82% being male and 18% being female.

Our overall mean gender pay gap is 28.11% lower for women

Pay Information

Women's hourly mean rate is 28.11% lower

Women's hourly median rate is 30.25% lower

Bonus Information

No bonuses were paid to the employees.

Gender Split – Pay Quartiles

	Male	Female
Top quartile	98.51%	1.49%
Upper middle quartile	95.52%	4.48%
Lower middle quartile	79.41%	20.59%
Lower quartile	57.35%	42.65%

I confirm the information published above is accurate.

Zoe Repman,

Chief Financial Officer