



Gender Pay Gap Report

4th April 2018



SUMMARY

We as an organisation have been required to publish and report specific figures about our gender pay gap since 2017.

The gender pay gap provides a snapshot of the gender balance within an organisation and measures the difference in average earnings of men and women across an organisation irrespective of their role or grade. It records the pay difference between the genders at a broader level.

DATA

Data that we are required to publish include:

1. mean gender pay gap in hourly pay
2. median gender pay gap in hourly pay
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of males and females receiving a bonus payment
6. proportion of males and females in each pay quartile

Achilles has calculated these measures as defined by the UK government.

RESULTS

PAY GAP - HOURLY PAY

Mean gender pay gap	2018	2017
Achilles Information Ltd	20.8%	23.1%
UK Economy	17.1%	17.0%
Information Services sector	23.4%	21.0%
Median gender pay gap	2018	2017
Achilles Information Ltd	15.1%	5.4%
UK Economy	17.9%	19.0%
Information Services sector	28.6%	25.0%

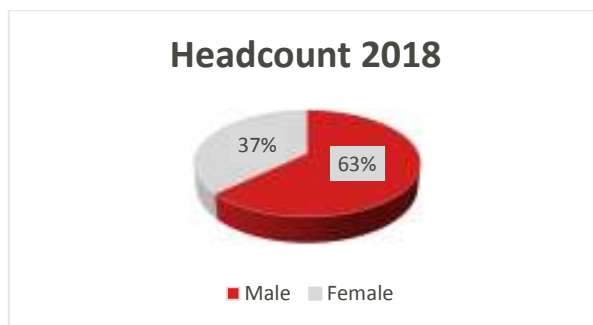
PAY GAP - BONUS PAY

	2018	2017
Achilles Information Ltd – mean bonus gap	51.0%	39.1%
Achilles Information Ltd – median bonus gap	66.6%	18.0%

The proportion of male and female employees receiving a bonus is equal at 81% each. The difference in the cash value of the mean bonus (£3,051) and the median bonus (£2,517) shows that we do not pay large bonuses to individual employees.

PAY QUARTILE BY GENDER

Headcount, and the ratio of men to women within headcount, has remained broadly the same as last year.



There are a disproportionate number of women in the Lower quartile, and likewise in the Upper quartile, with the two middle quartiles being on par with our headcount ratio.

Quartile		Males	Female	Description
Lower	Of total headcount	13%	13%	Includes all employees whose standard hourly rate places them at or below the lower quartile
	Of quartile range	50%	50%	
Second	Of total headcount	16%	9%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
	Of quartile range	64%	36%	
Third	Of total headcount	16%	9%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
	Of quartile range	64%	36%	
Upper	Of total headcount	17%	7%	Includes all employees whose standard hourly rate places them above the upper quartile
	Of quartile range	73%	27%	

We recognise that as an organisation there is work to do to close the gender pay gap and aim to set out a plan during 2019 to address this.

I, Jay Katzen, Chief Executive Officer, confirm that the information in this statement is accurate and has been produced in accordance with the guidance published on both the www.gov.uk and acas.org websites.

Signed



Date

5th April 2019

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