



Gardners Books Limited – Gender Pay Gap Report

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; it will not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website.

The results are as follows:

1. Average gender pay gap as a mean average

Females' mean hourly rate is 3.20% lower than males

2. Average gender pay gap as a median average

Females' median hourly rate is 0.11% higher than males

3. Average bonus gender pay gap as a mean average

Females' mean bonuses are 190.77% higher than males

4. Average bonus gender pay gap as a median average

Females' median bonuses are 155.12% higher than males

5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

2.13% of males received a bonus payment

0.78% of females received a bonus payment

6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

Top quartile:

Males 75%

Females 25%

Upper middle quartile:

Males 79%

Females 21%

Lower middle quartile:

Males 78%

Females 22%

Lower quartile:

Males 78%

Females 22%

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Chairman
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