



# Gender Pay Report 2021

Make more possible.



## Introduction

At Allied Publicity Services (Manchester) Ltd we believe our colleagues are fundamental to our success. We recognise the importance of providing an inclusive environment that enables us to attract, develop and retain talented individuals who not only share our values, but also reflect society, our communities, and our customers.

We believe our decision to continue with our hybrid working model will enable us to attract a more diverse workforce bringing with it all of the cultural, societal and financial benefits this offers, including attracting more women to the Group.

By working together and supporting each other we believe we can continue to Make More Possible.

## What is the Gender Pay Gap?

Following legislation that came into force in April 2017 UK employers with more than 250 employees are required to annually publish their gender pay gap data.

A gender pay gap is a measure of the difference in average pay of men and women working for an organisation, regardless of the nature of their work.

It is different from an equal pay comparison, which involves a direct comparison of 2 or more people carrying out the same, similar, or equivalent jobs.

## Understanding the Gap

### Pay Gap

Percentage difference (mean and median) in hourly rate of pay at the snapshot date of 5 April 2021 between male and female employees. The gap is different to equal pay.

### Bonus Gap

Percentage difference (mean and median) in total bonus payments received by male and female employees in the 12 months preceding the snapshot date of 5 April 2021. .

### Quartiles

Total percentage of employees in order from lowest hourly rate of pay to highest hourly rate of pay, split into 4 groups.

### % Received Bonus

percent of all male and female employees who received a bonus in the 12 months preceding the snapshot date.

## Mean Versus Median

### The Median Pay Gap

The median is the 'middle'. The gap is calculated by finding the exact middle point between the lowest and highest paid female in our business and the lowest and highest paid male, then comparing the two figures.

### The Mean Pay Gap

The mean is the 'average'. The gap is calculated by adding up the hourly pay of all females in our business and dividing by the number of women, doing the same for our male employees, then comparing the two results.

## Our Results

Our gender split across Allied Publicity Services (Manchester) Ltd



### Gender Pay Gap 2021

11.5% Mean  
3.5% Median

### Gender Pay Gap 2020

13.8% Mean  
14.1% Median

We are again delighted to see that our 2021 data shows our gender pay gap continuing to reduce, showing a 2.3% reduction in our mean figure from 2020, and a 10.6% reduction in the median.

There are 68% male and 32% female employees within Allied Publicity Services (Manchester) Ltd, which reflects a common employment trend throughout our sector. It continues to be challenging to attract female colleagues to work in these skilled roles within the print industry and we find that our male colleagues are more likely to work the unsociable shift patterns that accrue shift payments. Also 77.5% of our part time employees are female.

We also have fewer women than men in relatively higher paid positions, which may attract higher pay and bonuses.

In summary, we are committed to paying men and women equitably at every level of the company and we will continue to work to close the gap.

### Gender Bonus Gap 2021

66.7% Mean  
7.9% Median

### Gender Bonus Gap 2020

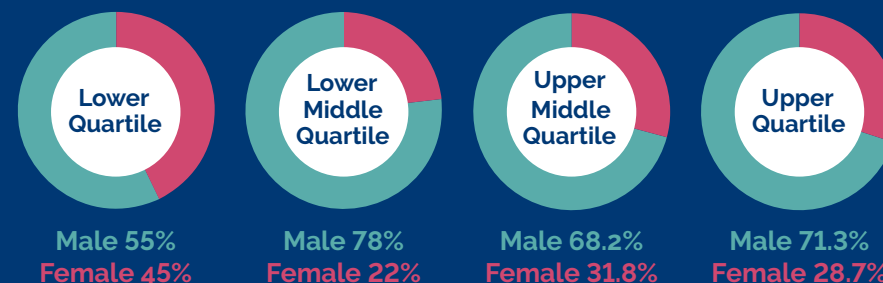
28% Mean  
0% Median

Our mean bonus gap is 66.7%. The mean bonus for men is higher due to more males being employed at a higher management level and also being in receipt of long-term incentives.

In addition, a bonus payment was made to our production and logistics teams who continued to work onsite throughout the pandemic. These departments are predominantly male.

Finally, unlike 2020, no additional companywide annual bonus was paid to employees. All these factors explain the increase in our bonus gap for 2021.

## Pay Quartiles By Gender



### We will continue to:

- Encourage greater flexibility and work life balance by continuing to adopt our hybrid working model, helping to strengthen our family friendly proposition.
- Promote our Wellbeing Hub which promotes our four key wellbeing pillars of Lifestyle, Health, Mind and Social, which also includes promotion and education on content from national awareness news.
- Promote and support mental health awareness. We have introduced Mental Health First Aiders within our business and mandatory mental health awareness e-learning modules for all employees.
- Invest in our employee development with gender playing no part in our decision making.
- Develop apprenticeship opportunities and work with external training providers to encourage a gender balance. One of our main challenges is that comparatively more men apply for skilled roles within our business, so our objective is to encourage a greater gender balance in this area through target advertising, apprenticeships, and work trials.
- Encourage our recruiting managers to shortlist a balanced and diverse set of candidates and remove any unconscious bias within the recruitment process. All employees are required to complete mandatory online learning modules on unconscious bias and equality and diversity, and a 'fair recruitment' module is also part of our management development programme.
- Promoting more calendar events within our business which focuses upon gender and diversity, and which supports our People Plan.

### Declaration

I confirm the information in this statement is accurate

**Nick Snelson**  
Group Managing Director