

28th September 2021

Reconomy Gender Pay Gap

2020 figures are significantly distorted by the impact of COVID and the volume of people on furlough, who's pay information is not reported.

2021 figures are still impacted by COVID as we have utilized the governments furlough scheme. We have however seen positive improvement in mean hourly pay as well as mean and median bonus payments.

We remain committed to diverse and inclusive working practices.

Snapshot Date: 05/04/2021			
	Male	Female	Pay Gap (%)
Mean Hourly Pay (£)	22.66	12.97	42.8%
Median Hourly Pay (£)	15.48	10.88	29.7%
Mean Bonus Payments (£)	1,470.44	1,528.05	-3.9%
Median Bonus Payments (£)	1,000.00	1,000.00	0.0%
% Receiving Bonus Payments	45.0%	44.9%	
Gender Split Per Quartile (%)			
Lower Quartile	26.7%	73.3%	
Lower Middle Quartile	34.9%	65.1%	
Upper Middle Quartile	46.5%	53.5%	
Upper Quartile	77.4%	22.6%	

Snapshot Date: 05/04/2020			
	Male	Female	Pay Gap (%)
Mean Hourly Pay (£)	28.50	13.60	52.3%
Median Hourly Pay (£)	21.46	12.51	41.7%
Mean Bonus Payments (£)	3,672.67	531.12	85.5%
Median Bonus Payments (£)	2,626.15	1,000.00	61.9%
% Receiving Bonus Payments	27.1%	33.9%	
Gender Split Per Quartile (%)			
Lower Quartile	24.0%	76.0%	
Lower Middle Quartile	28.0%	72.0%	
Upper Middle Quartile	52.0%	48.0%	
Upper Quartile	85.2%	14.8%	

Reported 28th September 2021