

Assystem Technologies Gender Pay Gap Report – April 2018

Assystem Technologies is duty bound to provide the following information under for Gender Pay Gap reporting (*Equality Act 2010 (Gender Pay Gap Information Regulations 2017 and the Equality Act (Specific Duties and Public Authorities) Regulations 2017*). The report provides information in relation to the pay for our Male and Female staff across our Monthly and Weekly payrolls. These payrolls hold the information for the 922 employees who employed on PAYE basis as at 5th April 2018.

Assystem Technologies Pay

	Mean Average	Median Average
Hourly Pay	27.20%	23.50%

The table above shows the Mean and Median average difference between the hourly pay for our Male and Female employees, for the year to 5th April 2018. This is a significant reduction on the 2017 figures of, Mean 42.50% and Median 32.60%.

Assystem Technologies Bonus Pay

	Mean Average	Median Average
Bonus Pay	76.80%	64.80%

The table shows the Mean and Median average difference between the bonus pay for our Male and Female employees, for the year to 5th April 2018. There is an increase in the Mean and Median bonus pay from 2017, which was 70.50% and 63.90%, respectively.

The proportion of Male and Female employees that receive a bonus has decreased within their gender sectors, with **8.80%** of Males receiving a bonus (17.00% in 2017) and **12.80%** of Females in receipt of a bonus (18.30% in 2017).

Assystem Technologies Quartile Summary

The Assystem Technologies hourly rates, for all employees, both male and female, are listed in numerical order and split into 4 bands to show the proportion of male and female employees in each band.

Lower Quartile:	This lower quartile is made up of 67.70% Males and 32.30% Females
Lower Middle Quartile:	This lower middle quartile is made up of 75.70% Males and 24.30% Females
Upper Middle Quartile:	This upper middle quartile is made up of 81.90% Males and 18.10% Females
Upper Quartile:	This upper quartile is made up of 92.10% Males and 7.90% Females