

MJ Birtwistle & Co Limited is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2017.

- The mean gender pay gap for MJ Birtwistle & Co Limited is 0.7%.
- The median gender pay gap for MJ Birtwistle & Co Limited is -0.5%.
- The mean gender bonus gap for MJ Birtwistle & Co Limited is 43.7%.
- The median gender bonus gap for MJ Birtwistle & Co Limited is 13.0%.
- The proportion of male employees in MJ Birtwistle & Co Limited receiving a bonus is 23.7% and the proportion of female employees receiving a bonus is 32.9%.

Pay quartiles by gender

Band	Males	Females	Description
A	78.3%	21.7%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	84.2%	15.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	83.3%	16.7%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	75.0%	25.0%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of MJ Birtwistle & Co Limited's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

MJ Birtwistle & Co Limited is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

MJ Birtwistle & Co Limited is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

How does MJ Birtwistle & Co Limited's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that MJ Birtwistle & Co Limited's gap compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, while in the retail and wholesale sector it is 18.9%. At 0.7%, MJ Birtwistle & Co Limited's mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%, while in the retail and wholesale sector it is 17.9%. At -0.5%, MJ Birtwistle & Co Limited's median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

Comparison with other organisations

	MJ Birtwistle & Co Limited	2017 ONS ASHE whole sector	2017 ONS ASHE retail and wholesale sector
Mean gender pay gap	0.7%	17.4%	18.9%

Comparison with other organisations

	MJ Birtwistle & Co Limited	2017 ONS ASHE whole sector	2017 ONS ASHE retail and wholesale sector
Median gender pay gap	-0.5%	18.4%	17.9%

The proportion of men at MJ Birtwistle & Co Limited who received a bonus in the 12 months up to 5 April 2017 was 23.7%, while for women this was 32.9%. This reflects the higher proportion of women in the management and technical roles that, under our current policy, attract a performance bonus.

What is MJ Birtwistle & Co Limited doing to address its gender pay gap?

While MJ Birtwistle & Co Limited's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the retail and wholesale sector, this is not a subject about which MJ Birtwistle & Co Limited is complacent, and it is committed to doing everything that it can to reduce the gap. However, MJ Birtwistle & Co Limited also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that MJ Birtwistle & Co Limited has taken to promote gender diversity in all areas of its workforce include the following:

- **Revising the flexible working policy:** In March 2017, MJ Birtwistle & Co Limited's flexible working policy was substantially revised to make it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.
- **Supporting parents:** MJ Birtwistle & Co Limited has developed new guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave, to be backed up by training for all line managers and senior managers.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, MJ Birtwistle & Co Limited is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I, Steven Woollands, CEO, confirm that the information in this statement is accurate.

Signed



Date 1 March 2018