

Gender Pay Report

2017

This is The Huntercombe Group's first report based on the UK's new gender pay requirements. The Huntercombe Group are committed to paying people equally and fairly for the job that they hold irrespective of their gender.

This report sets out the differences in average hourly rates of pay and bonus pay for men and women in the relevant period up to 5 April 2017.

Gender Split of Workforce

At Huntercombe we employ more females than males.



Pay Gap and Bonus

Difference between male and female employees

Within The Huntercombe Group, women are paid slightly higher than their male counterparts in terms of hourly rate and bonus. This is represented by the negative gender pay gap detailed below.

	Mean	Median
Hourly rate	-0.70%	-2.34%
Bonus	-128%	0%

The large difference in mean bonus calculation represents the fact that 66% of our senior management team are female.

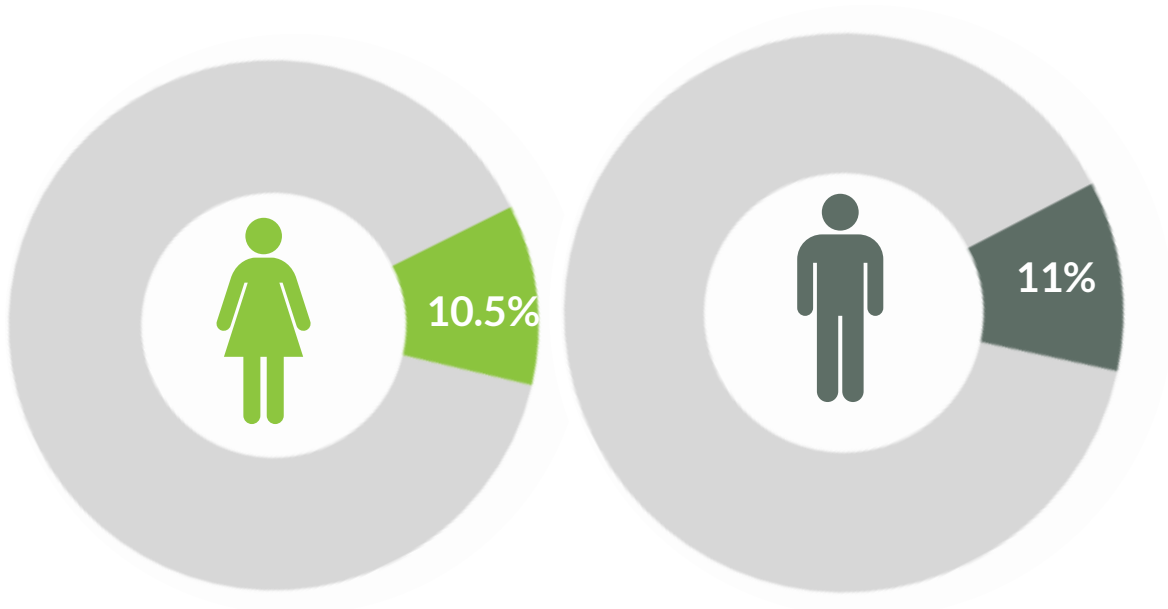
Proportion of male and female employees according to quartile pay bands

The charts below illustrate the gender distribution at The Huntercombe Group across four equally sized quartiles of the workforce.



Proportion of male and female employees receiving bonus pay

This shows that proportionately, slightly more men received a bonus in this period than women.



For enquiries or referrals
please contact us on:

0330 660 5555

www.huntercombe.com

**the huntercombe
group**
Believing and achieving together

The Huntercombe Group

Oaks Lodge
Fordham Road
Newmarket
CB8 7XN

 [youtube.com/Thehuntercombegroup](https://www.youtube.com/Thehuntercombegroup)

 [facebook.com/TheHuntercombeGroup](https://www.facebook.com/TheHuntercombeGroup)

 twitter.com/HuntercombeTHG