



EXCEL PARKING SERVICES LTD

GENDER PAY GAP REPORT 2018-2019

Excel Parking Services Ltd operates a portfolio of car parks across the UK and currently employs around 114 staff based at our Head Office in Sheffield, and a further 208 either in mobile parking enforcement roles, or permanently located to support key car park contracts. In terms of equality and diversity, our record has been a positive one, which is reflected in our written policies and procedures as we strive for fairness across all aspects of our everyday employment and business procedures.

We have once again published our Gender Pay Gap results for April 2018, by way of a public representation of our stated mission to be seen as an open, honest Company by those who already have or may in future choose to join us as employees, business partners, clients, or motorists.

The Company's rewards policy is centred upon the government's current guidelines for the National Living Wage (NLW) and the National Minimum Wage (NMW). This policy approach prevails as the norm for the vast majority of the companies currently operating in the UK car parking sector. In practice, a number of factors will be seen to affect our rewards model. These include; the current economic climate in the UK, national projects and initiatives in the car parking sector, local employment market conditions in our key locations and, in particular, those areas where history has shown that recruitment and retention are heavily reliant upon a more competitive approach to pay rates (e.g. London, Oxford, Birmingham and Manchester), and, of course, overall business performance and profitability in terms of providing a secure future for staff and clients alike. Sales commission and bonus awards schemes remain in place and available to all of our employees whose roles are potentially suited to a performance-related rewards strategy.

Our approach to staff rewards is reviewed annually, in keeping with a) the NMW rate increases that come into force on 1st April each year; b) revenue generation levels achieved by our car park staff, and c) our ongoing performance review programme for Head Office staff, which operates on a quarterly basis and generates a 'year-end' performance rating that is factored into the salary review process.

This is our second Gender Pay Gap report for a total relevant population of 303 employees in situ as at 5th April 2018, of which 225 (74.3%) were men and 78 (25.7%) were women.

Gender Pay & Bonus Gaps

Difference between men and women

	Mean	Median
Hourly fixed pay	5.2%	- 1.2%
Bonus pay	- 0.21%	14.59%

The above table shows that our overall mean and median gender pay gaps have increased slightly, yet remain relatively small, based on hourly fixed rates of pay as at the relevant date in question (5th April 2018). It also illustrates that, on average, female staff still earn more in bonus pay than their male counterparts, although the gap has narrowed since last year. The figures are calculated to show the differences in the average hourly pay and bonus pay for men and women, with the 'median' figure being the typical mid-point in any given pay range. A negative figure favours women more than men in each case.

Proportion of employees awarded a bonus for 2017 performance

Men: 20.44% received a bonus payment

Women: 7.69% received a bonus payment

The difference in these figures is, for the main part, due to there being a greater number of female staff based at our Head Office, where their essentially 'office based' roles do not usually qualify for bonus or commission payments (with the exception of one department only).

Pay Quartiles

Lowest quartile:	Men = 78.4%	Women = 21.6%
Lower middle quartile:	Men = 78.7%	Women = 21.3%
Upper middle quartile:	Men = 62.7%	Women = 37.3%
Highest quartile:	Men = 78.4%	Women = 21.6%

These figures illustrate the distribution of male:female employees in four equal-sized 'pay quartiles', each of which consists of around 74-75 employees in total. In broad terms, the pay quartiles demonstrate an encouragingly consistent representation of the Company's overall male:female employee ratio – 74.3% men to 25.7% women – and the ratios in each case have not moved much since last year, with the exception of the 'upper middle quartile', where the female representation has increased from 23.5% in 2017 to a respectably healthy 37.3% in 2018. We can therefore assert with a reasonable degree of confidence that men and women are paid more or less equally for doing equivalent work in their job roles across the Company.

Summary

In bringing this, our second Gender Pay Gap report, to the attention of the public, it remains our aim to identify and introduce whatever steps and initiatives may be appropriate to support our movement towards the 'ideal' of a 50:50 gender pay balance across the Company. To achieve this in a business sector that has always had and still retains a male-dominated identity, particularly in terms of external car park operations, will be no easy task and a 'quick-fix' is not a readily available option in commercial terms. While taking each small step on our journey, we will seek to retain a sharp focus upon our continued improvement in the male:female ratio across our Head Office roles - especially in middle management and supervisory/Team Leader positions – so as to at least maintain and ideally reduce our gender pay gap still further during 2018-19.

I confirm that the data as reported above is accurate and represents a true picture of the Company's Gender Pay Gap situation as recorded at 5th April 2018.

Simon Renshaw-Smith
Managing Director

28th March 2019