



EXCEL PARKING SERVICES LTD

GENDER PAY GAP REPORT – 2017

Excel Parking Services Ltd operates a UK-wide portfolio of car parks and employs around 350+ staff, based either at our Head Office in Sheffield, in mobile parking enforcement roles, or permanently located at our larger car park sites. Our history on equality and diversity is generally positive and our written policies are reflected in our everyday HR and operational procedures.

We have published our Gender Pay Gap results for April 2017 as part of our ongoing mission to present an open, honest Company image to existing and prospective employees, business partners and clients, and visiting motorists.

The central plank for the Company's rewards policy is based upon the current National Minimum Wage (NMW) guidelines, which is also prevalent and likely to be the norm across our entire sector. Factors affecting our rewards in practice include the general UK economic climate, activity and initiatives in the car parking market, local employment market conditions – especially in competitive 'hot spots' such as Oxford, Bristol and London – and general Company performance. There are sales commission and bonus schemes in place and available to those staff whose roles are appropriate for and suited to a performance-related rewards approach.

We also review pay and bonuses on an annual basis, centred around the NMW rate increases on 1st April each year, and there is a performance review programme in place for Head Office staff, around which merit reviews are conducted on an ongoing basis.

In keeping with the new regulations, this is our first published Gender Pay Gap report for a total relevant population of 335 employees as at 5th April 2017, of which 257 (76.7%) were men and 78 (23.3%) were women.

Gender Pay & Bonus Gaps

Difference between men and women

	Mean	Median
Hourly fixed pay	3.52%	- 0.69%
Bonus pay	-13.9%	3.06%

This table shows that our overall mean and median gender pay gaps are relatively small, based on hourly rates of pay as at the snapshot date (5th April 2017). It also illustrates the mean and median differences between bonuses paid to men and women at Excel Parking Services Ltd during the business year ended 5th April 2017. 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 pay range. A negative figure favours women more than men in each case, and one single female operative earned such a large bonus payment that the 'mean' figure for bonus pay was actually skewed in favour of women.

Proportion of Employees Awarded a Bonus for 2016

Men: 15.6% received a bonus payment

Women: 7.6% received a bonus payment

This difference is largely due to the greater number of Head Office staff being women, whose office based roles do not qualify for bonus or commission payments.



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Pay Quartiles

Lowest quartile:	Men = 74.1%	Women = 25.9%
Lower middle quartile:	Men = 86.25%	Women = 13.75%
Upper middle quartile:	Men = 76.5%	Women = 23.5%
Highest quartile:	Men = 72.5%	Women = 27.5%

The above figures illustrate the gender distribution across each of four equal-sized 'quartiles', each comprising some 82-83 employees. The pay quartiles present an encouragingly consistent reflection of the Company's total male/female employee ratio - 76.7% men to 23.3% women - and we remain confident that men and women are paid equally for doing equivalent jobs across the Company.

Summary

In publishing our first Gender Pay Gap report, it is our stated aim to take whatever appropriate actions that may be necessary to enable us to move closer to a desired 50:50 gender balance across the business. However, the reality is that the car parking sector by nature has been, is now and is likely to remain male-dominated, particularly in terms of external car park operations. Consequently, our key focus will be upon improving the male/female ratio across our Head Office roles - especially in middle management and supervisory positions – so as to reduce the gender pay gap still further during the coming year.

Excel Parking Services Ltd

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