



BRISTOW
& SUTOR

Gender Pay Report

April 2019

[OFFICIAL]

Overview



“I am pleased to publish our second gender pay gap report. Our vision is for Bristow & Sutor to be at the forefront of efforts to secure and promote an enforcement and debt collection sector that is characterised by high standards of ethics and professionalism. We want to achieve this by recruiting and retaining staff who share our core values of accountability, transparency, respect and integrity and are committed to promoting best practice.

A key part of our people strategy is to offer an internal tiered salary structure, irrespective of gender. All our employees are encouraged to develop and earn to their full potential. Any pay gap is a result of the different roles and bandings that people occupy and all employees working in the same bandings are remunerated the same. We aim to provide everyone here with the same opportunities to build a successful career, regardless of background.”

Andy Rose, Chief Executive Officer

Background

Although in any given role male and female employees earn the same basic salary and have the same bonus arrangements, they tend to undertake different roles:

Proportion of males and females in each type of role		
	● Female	● Male
Management	49.2%	50.8%
Enforcement Agent	3.4%	96.6%
Other	71.9%	28.1%

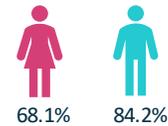
Enforcement agents earn bonuses based on amounts they collect and so will still typically earn more than staff undertaking general office roles. Therefore, as 41% of staff are enforcement agents, the people undertaking this role will continue to earn more in total and particularly in bonuses than other non-management staff. These individuals are predominantly male and therefore males as a group earn more in total and in bonuses than females.

Statutory Disclosures

Bristow & Sutor Services has more than 250 employees. Under the regulations we are required to report our gender pay gap data for this entity for the 12 months to 31 March 2018 as set out in the table below:

	Mean	Median
Gender pay gap	23.5%	18.0%
Gender bonus pay gap	85.9%	88.2%

The proportion of males and females receiving a bonus payment



Proportion of males and females in each quartile band		
Quartile	Female	Male
Upper	24.2%	75.8%
Upper middle	20.8%	79.2%
Lower middle	57.2%	42.8%
Lower	54.4%	45.6%

Declaration

We confirm that Bristow & Sutor's pay gap calculations are accurate and in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andy Rose

Chief Executive Officer

Michael Byng

Finance & Personnel Manager

Understanding the gap

What does the gender pay gap mean?

The 'mean' gender pay gap of 23.5% means that the average female employee earned 23.5% less in total than the average male employee. Put another way, the average female employee's total earnings were 76.5% of the average male employees earnings.

The 'mean' bonus pay gap of 85.9% mean that the average female employee earned 85.9% less in bonuses than the average male employee (or the average female's bonuses were 14.1% of the average male employee's bonuses).

The Mean is the average amount across all males and all females. The Median is the person in the middle when all males and females are ranked in order of total pay or bonus.