



CLH-PS are required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2018:

- The mean gender pay gap for CLH-PS is 8.10%
- The median gender pay gap for CLH-PS is 2%.
- The mean gender bonus gap for CLH-PS is 8.80%.
- The median gender bonus gap for is 10.08%.
- The proportion of male employees in CLH-PS receiving a bonus is 94% and the proportion of female employees receiving a bonus is 82.7%.

Pay quartiles by gender

Band	Females	Males	Description
A	30.88%	69.11%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	8.82%	91.18%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	14.7%	85.29%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	22.06%	77.94%	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 CLH-PS'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.

CLH-PS 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.



CLH-PS 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.

What is CLH-PS doing to address its gender pay gap?

While CLH-PS's gender pay gap compares favourably with that of organisations both across the whole UK economy and within its sector, this is not a subject about which CLH-PS is complacent, and it is committed to doing everything that it can to reduce the gap. However, CLH-PS 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 CLH-PS has taken to promote gender diversity in all areas of its workforce include the following:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action, in 2016 CLH-PS introduced gender monitoring to understand:
 - the proportions of men and women applying for jobs and being recruited;
 - the proportions of men and women applying for and obtaining promotions;
 - the proportions of men and women leaving the organisation and their reasons for leaving;
 - the numbers of men and women in each role and pay band;
 - on from a return to work after a period of maternity or other parental leave.
- **Revising the flexible working policy:** CLH-PS's flexible working policy has been 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. This was backed up by an ongoing publicity drive.
- **Supporting parents:** CLH-PS has developed guidelines for managers on supporting employees prior to, during and on return from maternity and other parental leave, this is being backed up by managers training.

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, CLH-PS 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.

In the last year, CLH-PS has reviewed its recruitment processes to ensure we are not unintentionally excluding female applicants from all our roles.

Introduced a new Appraisal Process called MyMap which aims to reward employees against individual and company objectives.

In the coming year CLH-PS will be;

- reviewing its policy on reward and recognition;
- continuing to promote flexible working for all our employees;

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Nacho Casajus, CEO, confirm that the information in this statement is accurate.

Signed

Date 28/3/19