

# **Adrian Flux Insurance Gender Pay Gap Report April 2018**

# Introduction

Fairness is one of the main core values at Adrian Flux and is at the heart of everything we do. It is behind how we look after our customers and how we treat each other in the workplace.

Our strategy on pay is designed to attract and motivate the very best people, regardless of age, ethnicity, gender and disability.

Adrian Flux operates an equal pay philosophy across the company.

We reward employees equally for doing equivalent jobs at the same level of performance and experience, regardless of gender.

**In fact, our approach to pay is gender neutral.**

# Our Reporting Requirements

Under the Gender Pay Gap Regulations, we are required to disclose on both our own and the Governments websites the following:

## 1. **The Hourly Rate of Pay Gap (Gender Pay Gap)**

The percentage that female employees are paid less than the male employees on a mean and median basis.

## 3. **Gender Bonus Outcomes**

The proportion of female and male employees receiving a bonus in the last year.

## 2. **The Bonus Pay Gap**

The percentage that female employees are paid less than the male employees in terms of bonuses, on a mean and median basis.

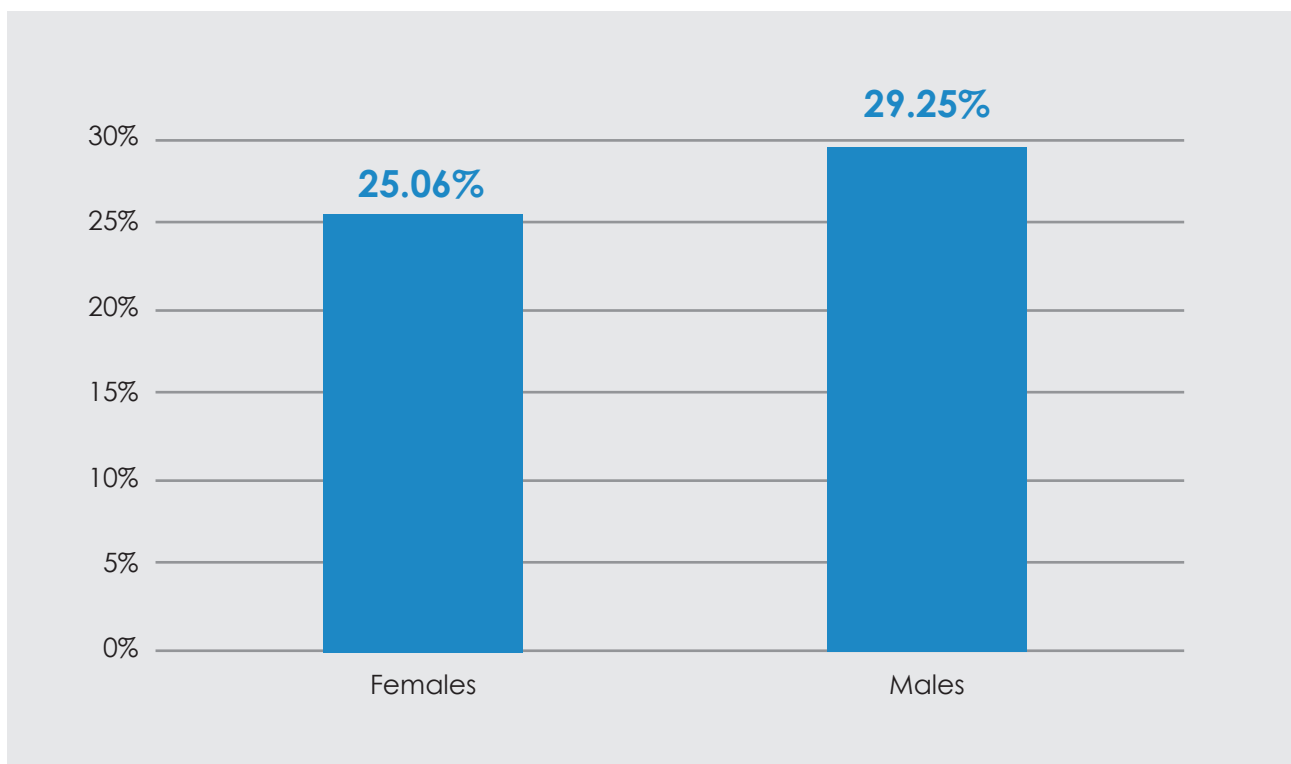
## 4. **The Quartile Pay Gap**

The proportion of males and females in each quartile pay band.

# Difference between Men & Women

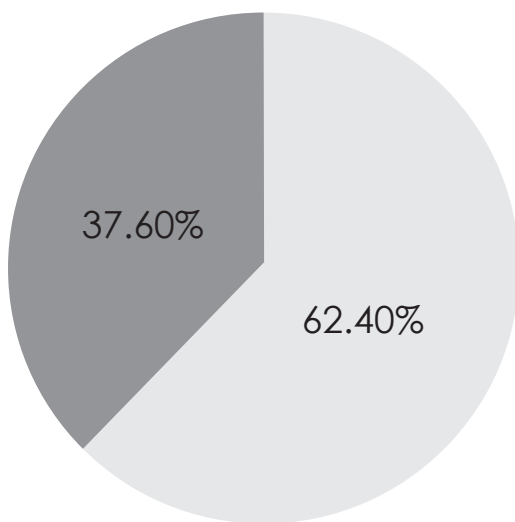
	Mean	Median
Gender pay gap in hourly pay	32.61%	5.21%
Gender pay gap in bonus payments	44.91%	20.1%

# Proportion of Men & Women Receiving a Bonus

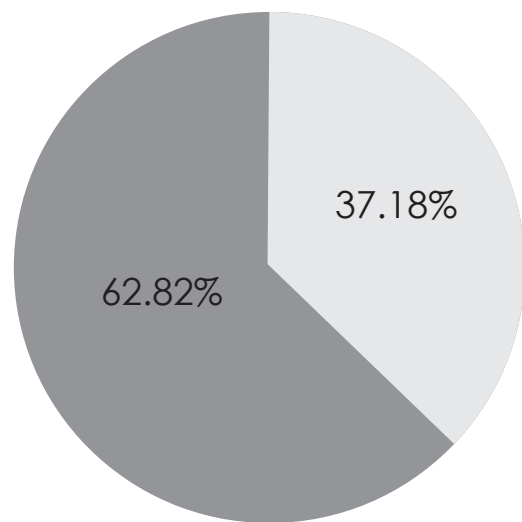


# The percentage of men and women in each quartile of the company

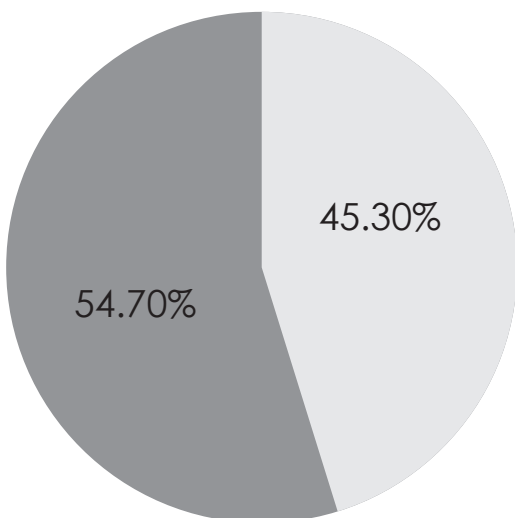
Upper Quartile



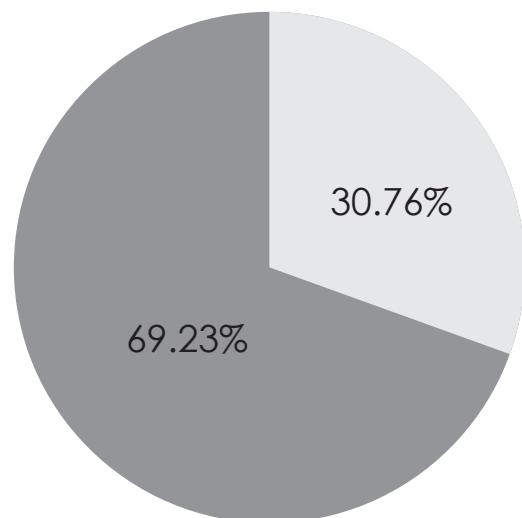
Upper middle



Lower middle



Lower



# Conclusions

Our analysis shows, that in common with nearly all other companies our Gender Pay Gap is largely driven by the fact that a higher proportion of our Senior Roles are fulfilled by men (62.4%) than by women (37.6%).

Conversely, a higher proportion of our more junior roles are performed by women (69.23%) than their male counterparts (30.76%).

Of our Senior Leadership Team, 38.5% of the positions are held by women.

This however rises to 56.9% when we look at our junior and middle management teams, where female managers are in the majority.

Our analysis also shows that the figures produced, are certainly influenced by employees who work reduced hours.

These individuals receive their bonuses on a pro-rata basis but

the calculation for the gender pay bonus gap does not allow any adjustment to bring these bonuses back to their full time equivalent level.

While we encourage both men and women to work flexibly, the vast majority of those who have chosen to do so are women.

Improving the Gender Balance across our business is a priority and something that the Management team are committed in doing.

We are making progress, (as can be seen by the increasing amount of women in our middle & junior management roles). Improving our Gender Balance will take time though and will require continuous focus over the long term.

All of the figures provided in this document are accurate.

**David Flux, Partner**