

We provide services for people, places and business to create and improve skills, employment, and health and wellbeing.

APM recognise that our people are at the heart of our business, we therefore build a culture of trust and respect by living and breathing our core values in every aspect of what we do to enable better lives.

APM is committed to being an employer of choice and promote the principles of equality and diversity throughout the organisation so that all APMers can reach their full potential in an inclusive culture. APM were one of the first organisations in our industry to be recognised as a Disability Confident Leader, encouraging other employers to also recruit, retain and make the most of the talents of disabled people. Alongside this we have attained our Investors in People accreditation, obtaining Silver accreditation in March 2018 which supports the development and improvement of our people strategy by focusing on areas such as leadership, engagement, people development and sustainable improvement.

We welcome the opportunity to report on gender pay and the legislation which requires organisations with 250 or more employees to report annually on their gender pay and aims to tackle the gender pay imbalance within society. To ensure absolute transparency, APM have continue to engage an external specialist to prepare and undertake the calculation of the required gender pay data in line with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. APM's data still remains stable from 2017.

The table below shows our mean and median hourly gender pay gap and bonus gap at the snapshot date (5th April 2018) and in the 12 months reference period to 5th April 2018 (bonus)

	Mean	Median
Hourly pay	13.3%	2.9%
Bonus	-3%	29.2%

The mean gender pay gap is the difference in the average pay for females compared to males

The median represents the middle point of the population-so if all of the pay rates were in order, the median pay gap is the difference between the pay rate for the middle female compared to that of the middle male.

Proportion of females and males in each pay quartile

	Males	Females
Upper	42%	58%
Upper Middle	33.8%	66.3%
Lower Middle	36.3%	63.8%
Lower	31.3%	68.8%

Proportion of employees receiving a bonus:

Male employees receiving bonus 33.9%

Female employees receiving bonus 37.9%

We are confident that APM's gender pay gap is not a pay issues, our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce.

It is important to recognise that there is a fundamental difference between Gender Pay and Equal Pay

Gender Pay is the difference between gross hourly earnings for all males and gross hourly earnings for all females regardless of their role

Equal Pay is about males and females being paid the same wage for work of equal value.

How does our gender pay gap compare with that of other organisations?

According to the October 2017 Office for National Statistics 2017 (ONS), the current national mean gender pay gap is 17.4% and therefore at 13.3% our mean gender pay gap is considerably lower.

The median gender pay gap nationally (according to the Office for National Statistics) is 18.4%, therefore at 2.9%, APM's median gender pay gap is significantly lower than this.

The mean gender bonus pay gap nationally is 71% and the median gender bonus pay gap is 44.1% (according to the Office for National Statistics), however APM's mean gender bonus gap is -3% and the median gender bonus pay gap is 29.2%, which is considerably better than the national benchmark. The mean gender bonus pay gap demonstrates a positive gap towards females.

The proportion of female employees is particularly present in the lower—middle quartile of employees, namely our front line employees, which has a disproportionate effect on our mean gender pay figure. We are however proud to have over 60% of females in the median-upper pay quartile's which demonstrates our commitment to developing talent across all levels of leadership.

Whilst the APM gender pay gap is below the national average and whilst we are delighted that our median gender pay gap compares very favourably with that of other organisations, we will continue to seek ways to eliminate the gap through our current people strategy. New recruitment software introduced in 2018 means hiring managers cannot identify the gender or name of the candidates presented. Other key initiatives include; continuation of external benchmarking and further analysis of our gender pay data, attracting more males into traditionally female dominated front line roles and support their development, continue to provide more opportunities for females to progress into senior positions and technical roles, identify any particular roles where females are absent and proactively promote these roles internally and externally, move to mandating external recruiters used to present an equal mix of candidates from each gender and training line managers in non-discriminatory recruitment practices.

I confirm that the information in this report is accurate



Alan Cave, Chairman, APM UK Ltd