



Gender Pay Gap

All organisations employing 250 or more employees must publicly report on its gender pay gap. The gender pay gap shows the difference in earnings between all male and female employees in an organisation as at 5th April 2017.

Sanderson Associates (Consulting Engineers) Ltd is wholly owned by Fairhurst and the combined organisation employs over 250 employees.

We are required to report in six different ways;

1. Mean a gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean gender bonus gap
4. Median gender bonus gap
5. Proportion of men and women who received bonuses
6. Number of men and women in each quartile pay band

The results for Sanderson Associates are as follows:

	Mean	Median
Gender Pay Gap	28.4%	50.4%
Bonus Pay Gap	20.9%	20.0%

A positive percentage figure means that overall, female employees have lower pay or bonuses than male colleagues. A negative figure means that overall male employees have lower pay or bonuses than female colleagues. The roles and responsibilities of individual employees do not feature in the calculation of the percentage comparisons.

Proportion of male employees receiving a bonus: 92.9%

Proportion of female employees receiving a bonus: 85.7%

The proportions of males and females in each quartile band are as follows:

Band	Males	Females	Quartile
A	75.0%	25.0%	Lower
B	40.0%	60.0%	Lower-Middle
C	100.0%	0.0%	Upper-Middle
D	80.0%	20.0%	Upper

While Sanderson Associates operates in a historically male-dominated industry, we are confident that men and women are paid equally for doing equivalent jobs across our firm.

Principles of non-discrimination are enshrined in Sanderson Associates' recruitment and promotion procedures. All recruitment and promotion decisions are made on merit.

I confirm that data contained in this report is accurate.

Ron Bryson
Director