

Liquid Friday's gender pay gap report 2018

Statement

At Liquid Friday we are passionate about creating and nurturing a diverse and balanced workforce. Our business is people, delivering fantastic and challenging projects for our clients which requires a motivated, flexible and engaged workforce. Equal pay is vital to ensuring this aim.

We are proud of our diverse and balanced workforce but feel our results require further clarification and explanation.

Liquid Friday works in 14 different sectors across the UK and employs over c.4,000 team members. Our results show a clear difference in rates in favour of our female team members. This is primarily due to a substantial variation in the type of roles undertaken by our female and male colleagues. A high proportion of our female team members work within the higher paid Social Care and Professional Services sector. This has resulted in a negative gender pay gap of - 45.96% in bonuses. This falls in line with industry average rates.

My team and I are passionate about delivering great people, great jobs. Ensuring people are always paid equal pay for doing the same or similar roles is and will remain a priority.



Joe Taffuelli - Operations Manager

Key Data

The information below relates to the combined employee population of Liquid Friday Ltd. We confirm that the information contained within this report is accurate and put together in compliance with Gender Pay Gap Reporting Requirements & The Equality Act 2010.

Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

Mean

0.00%

National: 11.65%*

Median

0.00%

National: 10.25%*

Mean and median bonus gap

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

Mean

-62.05%

National: 19.41%*

Median

-23.60%

National: 8.76%*

Source: Gender Pay Gap Data 2017-2018, <https://gender-pay-gap.service.gov.uk/Viewing/download>. Accessed - 09/02/18

Proportion of males and females receiving a bonus

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2018.



Proportion of males and females by pay quartile

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).

