



Gender Pay Gap Report

2016/17

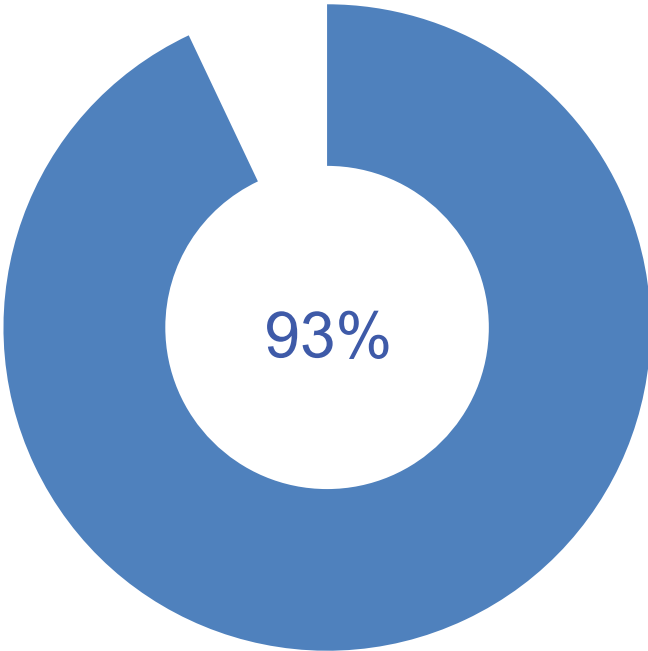
Pay & Bonus Pay Gap

Pay Gap and Bonus Difference Between Male and Female Employees

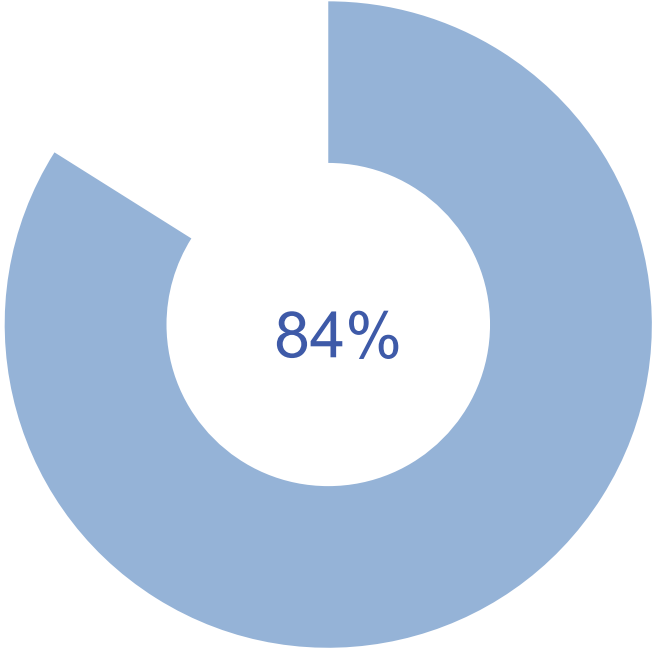
	Mean	Median
Hourly rate of pay	7.30%	1.03%
Bonus pay	26.72%	19.31%

Bonus Payments

Proportion of Male and Female Employees Receiving Bonus Pay



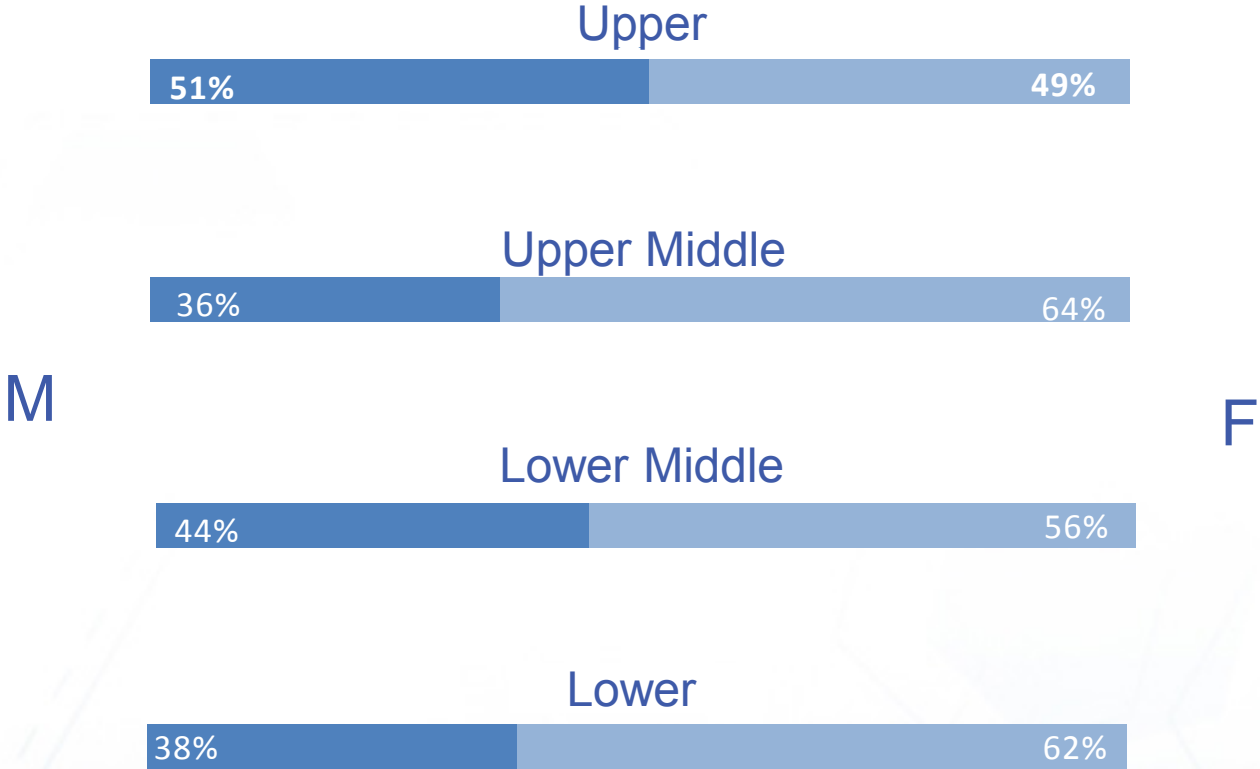
M




F

Quartile Pay Analysis

Proportion of Male and Female Employees
According to Quartile Pay Bands



Supporting Narrative



At Xoserve, we believe in creating a diverse and gender
Balanced workforce.

We have a mean (average) gender pay gap of 7.30%
And median (middle) gender pay gap of 1.03%
This is significantly below the national average of 18.1%

We believe in equality and diversity, and are an inclusive
employer. We will continue to be such, and will challenge
ourselves to further reduce our gender pay gap

