

# Employee Communication

## Gender Pay Gap Reporting in Thomas Franks

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th The year we are currently reporting on is from 1st April 2016 to 31st March 2017

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. If you would like further details of how we intend to tackle any gender pay inequality, please either

- talk to your supervisor or manager
- contact your HR department
- or look at our published plans on the Company website

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the HR department



**Frank Bothwell**

Founder