

Altran UK Gender Pay Gap Report

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The subject of the report that follows is Altran UK's gender pay gap. Publishing this report is an obligation under UK law. A snapshot of our data was taken on 5th April 2018.

Introduction

This report contains the following 6 gender pay gap reporting information.

1. Mean gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each pay quartile

Gender pay gap

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Mean vs. median

The Gender Pay Gap reporting regulations specifically require both the median and mean to be reported. These metrics are complementary, and illustrate different aspects of the distribution of pay across an organisation. The median is a statistic commonly used in analysing both internal pay tendency and external market norms, because it looks at the central tendency of the market or sample, showing the middle-most salary of a sample. Calculating the median involves taking all salaries in a sample, lining them up in order from lowest to highest, and picking the middle-most salary. The mean is the overall average of the whole sample and thus can be subject to the influences of any extremely high or low salaries at the top or bottom of the sample. In other words, the mean is much more subject to skewing by a small number of outliers.

Gender pay gap at Altran UK

Overall, Altran had 395 employees on snapshot date, 5 April 2018. The gender split in the workforce was 93 female and 302 male.

Gender	Percentage
Male	76.50%
Female	23.50%

* (Gender pay gap for median gross hourly earnings excluding overtime, UK, April 1997 to 2018 <https://www.ons.gov.uk/>)

1 - Mean gender pay gap in hourly pay

Our analysis shows that **16.1%** is the overall mean (average) pay gap at Altran UK Limited as at 5 April 2018.

2 - Median gender pay gap in hourly pay

The overall gender pay gap as at 5 April 2018 is **19.8%** on a median basis. This compares to the UK median which, as reported by the Office of National Statistics, is **17.9%***.

3 - Mean bonus gender pay gap

The overall mean gender bonus gap was **54.1%** lower, based on bonuses paid in the year to 5 April 2018.

4 – Median bonus gender pay gap

The overall median gender bonus gap was **28.1%** lower, based on bonuses paid in the year to 5 April 2018.

5 - Proportion of males and females receiving a bonus payment

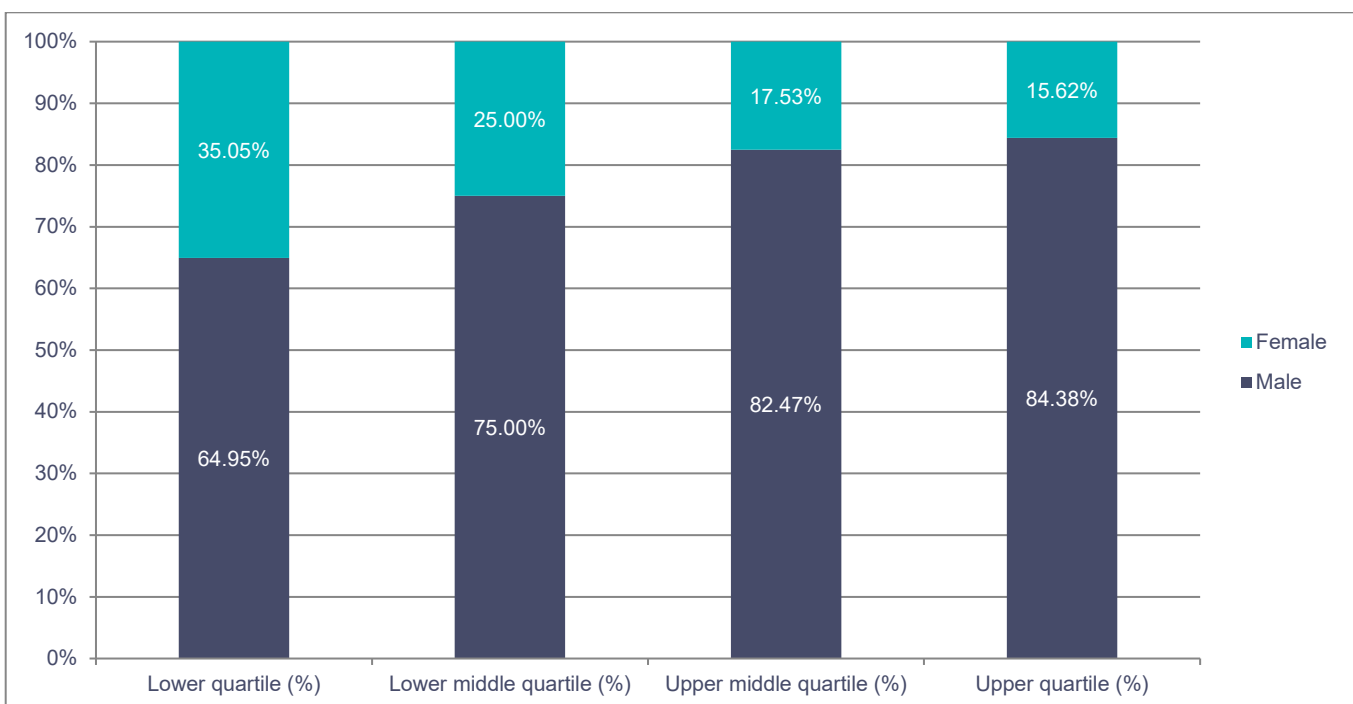
The table below shows the proportion of employees receiving a bonus

Gender	Proportion receiving a bonus payment
Male	90.80%
Female	83.00%

6 - Proportion of males and females in each pay quartile

For the purpose of this section of the report 386 out of 395 employees were classed as ‘full-pay relevant employees’.

All employees who were paid their usual full pay in their pay period that included the snapshot date - these are referred to as ‘full-pay relevant employees’. If the employee is paid less than their usual rate because of being on unpaid leave for received a lower statutory pay in that period, they should not be counted as a full-pay relevant employee.



* (Gender pay gap for median gross hourly earnings excluding overtime, UK, April 1997 to 2018 <https://www.ons.gov.uk>)

