



Gender Pay Gap Reporting



Legislation came into effect in April 2017, requiring all UK companies with 250 or more employees to publish gender pay gap information.

This report contains NCP's 2020 gender pay gap information, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference between the average pay of all women and the average pay of all men, irrespective of any differences in the work they do. As a result, it's affected by how the workforce is made up, including the numbers of men and women in different types of jobs and at different levels of the organisation.

The methodology for the creation of the data for the report follows the UK Government guidance and as such follows the following is reported.

- **Gender pay gap** The difference between the median, and also the mean, hourly rate of pay for men and for women, based on the April 2020 pay period.
- **Gender bonus gap** The difference between the median, and also the mean, value of bonus pay for men and for women over the 12 months to April 2020.
- **Bonus proportions** The proportions of men and women who received bonus pay during the 12 months to April 2020.
- **Quartile pay bands** If the total workforce was put in order of hourly rate of pay and then split into four groups of equal size, or quartiles, this is the proportions of men and women in each of the four groups.

The legislation requires average pay to be calculated in two different ways, using the **median** and also the **mean**:

Median – If all women were lined up in order of their pay, and so were all men, the median pay for men and the median pay for women would be the pay of the individual in the middle of each line. The median gender pay gap compares these two values. The median indicates the typical situation in the middle and is less affected by any extreme at the top or bottom.

Mean – To calculate the mean level of pay for women and for men, the pay of all women is added together and then divided by the number of women, and the pay of all men is added together and then divided by the number of men. The mean gender pay gap compares these two values. The mean is more affected by any particularly high or low values within a group.

Our Workforce

Our workforce is predominately male and out of 1440 employees reported 81% are male. This percentage is slightly lower than reported for 2018 (83%).

Mean and Median Pay Gap

	2017	2018	2020
Ordinary Pay Mean	23.8% higher for women	15.86% higher for women	12.5% higher for women
Ordinary Pay Median	11.62% higher for women	21.27 % higher for women	9.3% higher for women

NCP Gender Pay by Quartiles

The following data shows the total of male and female employees in each quartile.

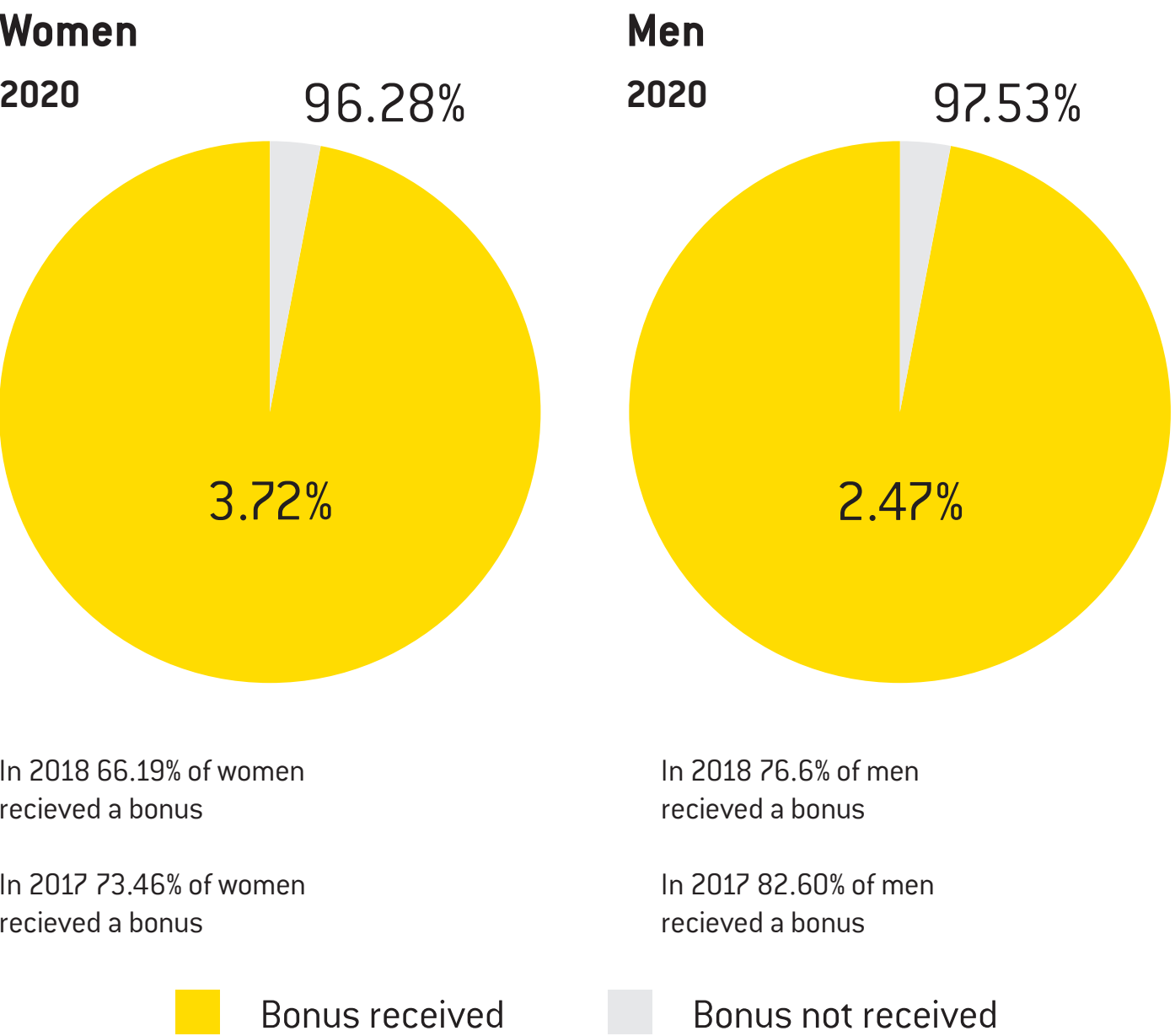
2017 Q1		2017 Q2		2017 Q3		2017 Q4	
Women	Men	Women	Men	Women	Men	Women	Men
79	230	53	257	30	279	48	262
25.57%		17.10%		9.71%		15.48%	
2018 Q1		2018 Q2		2018 Q3		2018 Q4	
74	240	41	273	39	277	59	255
23.5%		13.05%		12.42%		18.78%	
2020 Q1		2020 Q2		2020 Q3		2020 Q4	
106	254	67	293	61	299	42	318
29.5%		18.6%		17%		11.66%	

Having looked at our results in detail, we have identified that our gap is as the result of having more men than women in frontline positions in the lower quartile, with a ratio of 7.5 males to every female. On analysis the upper 2 quartiles see a more even split of 30% to 70% of women to men which is a similar result to 2018.

Bonus

2017 Mean (average) 102.74% higher for women	2018 Mean (average) 86.35% higher for women	2020 Mean (average) 164.67% higher for women
2017 Median (middle) 100% higher for women	2018 Median (middle) 80% higher for women	2020 Median (middle) 0% difference

Proportion of female and male employees who have received a bonus:



Summary and Organisational Context

The key reasons for the pay gap is that there is a much smaller proportion of women in front line roles (all of whom will be paid the same hourly rates as men). With over 600 Car parks throughout the UK, NCP acknowledges that customers come from a wide range of backgrounds and we are proud that our workforce reflects this diversity.

At NCP, all employees are paid based on the role they undertake for the business. For example, every front-line employee is paid the same hourly rate irrespective of any other factors. Pay rates are reviewed annually. This is the same approach we take for all other roles. Not only do we pay all our employees fairly and ensure they have access to the same opportunities, our pay and benefits are also distributed fairly across the business.

We are totally committed to building and fostering a constructive and positive relationship with all our employees and believe that being open and transparent with this data will demonstrate that commitment, attracting talent, and boost employee engagement. Closing the gap illustrates how NCP has always been an organisation where people can thrive and develop regardless of their gender or background, and we will continue to offer fair, equitable pay to all colleagues.

We are committed to reporting our gender pay gap on an annual basis. I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jonathan Scott, CEO



NCP