

TRANSFORM

TFHC Ltd t/a Transform

Gender Pay Gap Reporting Statement

2017 – 2018 Reporting Year

CONTEXT

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all companies that employ in excess of 250 employees to report annually from April 2017 on their gender pay gap and to publish the outcomes on their website.

The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority. The outcomes can help assess the levels of gender equality within the organisation and the balance of male and female at different pay grades.

The gender pay gap is different to equal pay. Equal pay takes into account the nature of a role and its seniority with gender pay. The gender pay gap comparison compares a simple average of the pay between male employees and the pay of female employees.

We are obliged to publish data which includes employees, contract and bank workers taken at a 'snapshot date' of 5th April 2017.

Gender Pay Reporting

The following results, in line with the mandatory requirements, have been calculated from payroll figures for employees as at April 2017

GENDER PAY GAP STATISTICS	%
Mean Gender Pay Gap in hourly pay	-2.47
Median Gender Pay Gap in hourly pay	-34.47
Mean Bonus Pay Gap	-1197.81
Median Bonus Pay Gap	65.59
Proportion males receiving bonus	2.56
Proportion females receiving bonus	50.93

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	22.22%	15.63%	4.69%	18.75%
Female	77.78%	84.38%	95.31%	81.25%

OVERALL SPLIT OF MALE AND FEMALE EMPLOYEES AT SNAPSHOT DATE

MALES	39	15.29%
FEMALES	216	84.71%
TOTAL	255	100.00%

KEY FINDINGS OVERALL SUMMARY

- Our mean, or average, pay gap based on hourly rates is – 2.47%. This means that on average across all salaries women are paid 2.47% more than men.
- Our median pay gap based on hourly rates is -34.47%. This means that at the midpoint of salaries paid at Transform, women are paid 34.47% more than men.
- Our bonus pay gap. This is the difference in bonus pay between men and women in the 12 months prior to 5th April 2017.
- Mean gender bonus pay gap is -1197.81. This means that on average across all bonuses women are paid 1197.81% more than men.
- Median gender bonus pay gap is 65.59. This means that at the midpoint of bonuses paid at Transform, men are paid 65.59% higher than women.

KEY FINDINGS: GENDER PAY GAP

Transform's overall median gender pay gap of -34.47% is lower than the ONS estimated national average of 19.2%. The ONS figures are based on a gender distribution of 53% male and 47% female against Transform's gender distribution of 15.29% male and 84.71% . Due to the nature of the business which has a far higher proportion of female customers receiving personal and intimate surgery, the higher proportion of our staff are female.

OBJECTIVES

1. We will review our recruitment policies to encourage more diversity and equality with the aim of increasing the male workforce.

KEY FINDINGS: BONUS PAY GAP

Of the workforce, 2.56% of total males and 50.93% of total females received a commission and/or bonus payment.

Transform's mean bonus pay gap of -1197.81% reflect the calculations of this metric. Bonus calculations include commission payments and bonus payments across the company. A total of 110 females received commission and/or bonus payments with only 1 male employee receiving a bonus payment so this accounts for the bonus pay gap. The average commission/bonus payments made were higher for females against the male, this is due to the fact that more women have contractual arrangements which includes commission payments.

OBJECTIVES

1. Commission payments, rather than bonuses heavily make up the metric above. Commission payments are contractual obligations for approximately 1/3 of the workforce which is predominately female. We wish to develop a programme of financial bonus opportunities for staff at varying levels and gender.

Transform is committed to reducing our gender pay gap and to ensuring that we employ a diverse and committed workforce. I confirm that the data reported is accurate.

Tony Veverka

Chief Executive Officer

March 2018