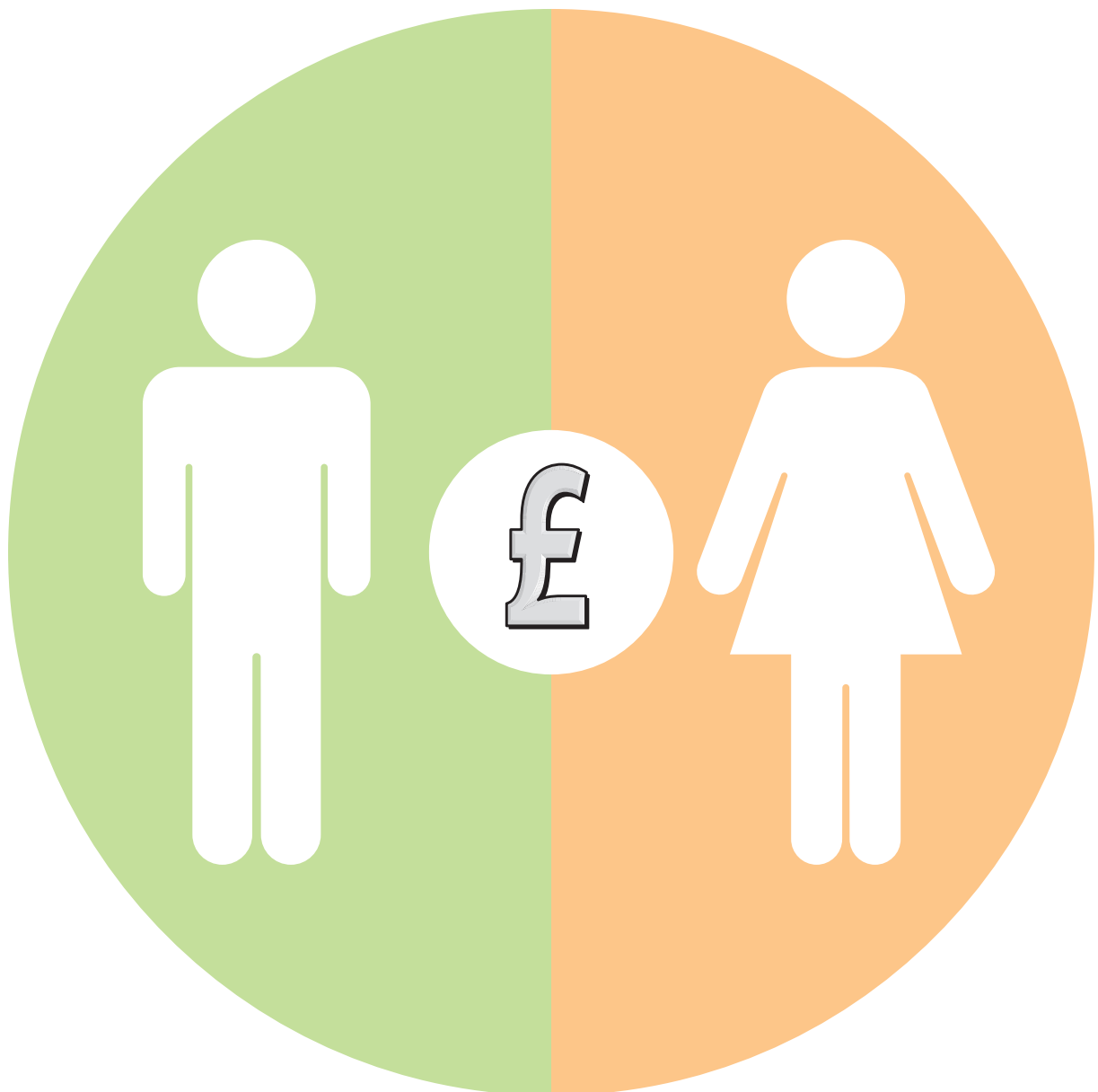




The Hills Group
Gender Pay Gap Report
2017 / 18



Background

During the financial year 2017/18 the operations of The Hills Group of companies were restructured prior to the commencement of the Wiltshire Council Municipal Waste Contract and a new employing company was established to deliver this service to the residents of Wiltshire. As a result neither Hills Waste Solutions Limited nor any other company within the Hills Group employed 250 or more employees at the reference reporting date of 5 April 2018. Hills Waste Solutions Limited is therefore not required to statutorily publish gender pay gap data for 2018 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and have notified the Government Equalities Office accordingly.

However, to demonstrate The Hills Group's commitment to promoting equality and better transparency of gender pay within the workplace The Hills Group is voluntarily publishing gender pay gap data for all its employees calculated in accordance with the Gender Pay Regulations.

Hourly Pay Gap

The industries in which The Hills Group of companies operate, (waste and recycling, quarrying and house building), employ a high proportion of male workers with male employees making up just under 82% of our total workforce. The overall number of employees reduced slightly in the year and this has led to the proportion of female employees increasing in three out of the quartile pay bands.

It remains that the majority of our male workforce is employed in front line operational roles, whereas the majority of our female workforce is employed in support functions. These factors, combined with the relatively low proportion of female employees in the overall workforce, explains the modest closing of the mean hourly pay gap from 8.3% to 8% and increase in the negative median hourly pay gap from -1% to -2.1% where median female pay is greater than that for the male workforce.

Bonus Pay Gap

The Hills Group operates two separate discretionary bonus schemes for employees based on grades. All employees at the 5 April 2018 were eligible to participate in one of the two schemes with both subject to minimum service and performance eligibility criteria. The difference between the percentage of male and female employees receiving a bonus payment is attributable to qualification under the eligibility criteria, although the proportionate shift in the male/female employee workforce accounts for some of the positive increase in the percentage of females receiving a bonus up from 80.8% to 85.5%. Across The Hills Group a

higher proportion of male employees hold management grade positions and explains the positive mean gender bonus pay gap, with the closing in the median bonus pay gap attributable to the proportional increase in female employees in the two upper quartile pay bands.

Across our operations and support functions men and women are paid equally for doing equivalent jobs. Any differentials shown in our voluntary published gender pay data is not reflective of equal pay issues within the business but is attributable to the makeup and structure of our workforce.

Voluntary Gender Pay Gap Reporting for The Hills Group of Companies

	MEAN hourly gender pay gap	MEDIAN hourly gender pay gap	MEAN bonus gender pay gap	MEDIAN bonus gender pay gap	Proportion of males receiving a bonus	Proportion of females receiving a bonus
2017 / 18	8.0%	-2.7%	31.6%	1.4%	70.6%	85.5%
2016 / 17	8.3%	-1.0%	24.2%	5.1%	86.4%	80.8%
Difference	-0.3%	-1.7%	+7.4%	-3.7%	-15.8%	+4.7%

	Proportion of males/females in lower quartile pay band		Proportion of males/females in lower middle quartile pay band		Proportion of males/females in upper middle quartile pay band		Proportion of males/females in upper quartile pay band	
	Male	Female	Male	Female	Male	Female	Male	Female
2017 / 18	76.7%	23.3%	90.8%	9.2%	77.0%	23.0%	82.6%	17.4%
2016 / 17	77.8%	22.2%	88.9%	11.1%	79.6%	20.4%	84.8%	15.2%
Difference	-1.1%	+1.1%	+1.9%	-1.9%	-2.6%	+2.6%	-2.2%	+2.2%



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