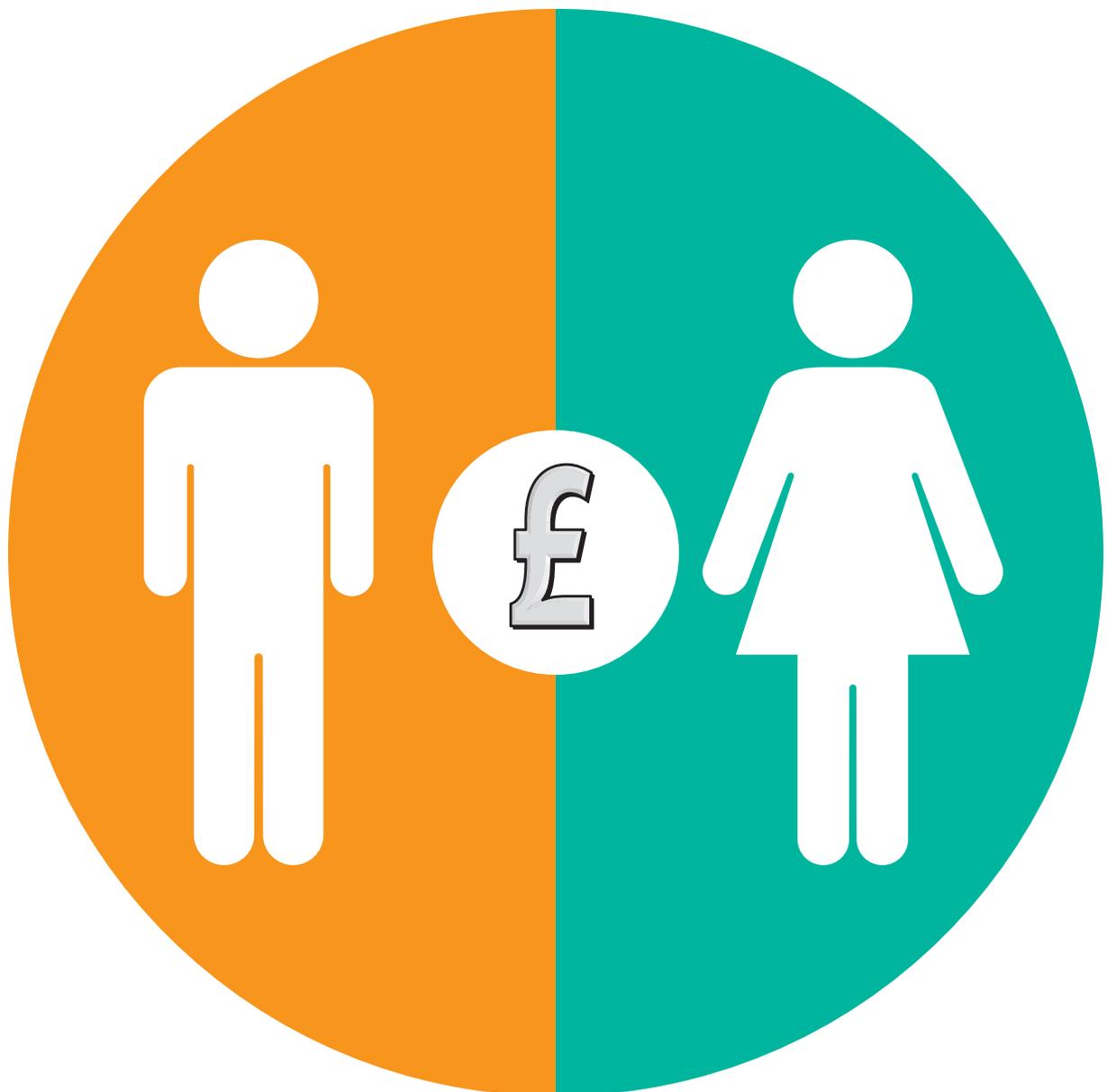




The Hills Group
Gender Pay Gap Report
2019



Background

On 29 July 2018 Hills Municipal Collections Ltd commenced delivery of the Wiltshire Council Municipal Contract involving the transfer of employees under Transfer of Undertakings (Protection of Employment) regulations. At the reference reporting date of 5 April 2019, Hills Municipal Collections Limited employed more than 250 employees. Therefore, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Hills Group is publishing gender pay gap data for Hills Municipal Collections Limited.

In addition, 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.

Although at the previous reference reporting date, 5 April 2018, no company within The Hills Group employed 250 or more employees. The Hills Group did, however, choose to voluntarily publish gender pay data for all employees and therefore comparison figures are only provided on this basis.

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. Hourly paid male employees in Hills Municipal Collections Ltd made up 92% of its total workforce and in the wider Hills Group 86% of the total workforce. Whilst the number of hourly paid female employees increased during the year, in both Hills Municipal Collections Ltd and The Hills Group, the proportion of female employees in the workforce decreased by 4% with the largest proportional reduction in the lower quartile and upper mid 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 administrative and managerial functions. These two factors, combined with the relatively low proportion of overall female employees in the workforce, distorts the mean hourly pay gap and explains the negative median hourly pay for Hills Municipal Collections Ltd where female pay is greater than male. This is also reflected in the mean and median hourly pay gap for The Hills Group.

Bonus Pay Gap

The Hills Group operates two separate discretionary bonus schemes for employees based on grades. A number of employees that transferred employment to Hills Municipal Collections Ltd do not participate in either scheme and this explains the relatively low bonus pay participation rates of both male and female employees within the company.

As at 5 April 2019 employees eligible to participate in one of the two schemes were also subject to minimum service and performance criteria. Any difference between the percentage of male and female employees receiving a bonus payment is attributable to qualification under the eligibility criteria.

The variance in median and mean bonus in both Hills Municipal Collections and The Hills Group is due to the proportionately low number of overall female employees within the business and the comparative spread between female and male employees in the income quartiles.

Across our operations, support and managerial functions men and women are paid equally for doing equivalent jobs. Any differentials shown in our 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.

Statutory Gender Pay Gap Reporting for Hills Municipal Collections Ltd:

	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
2019	-20.4%	-2.0%	-5.1%	52%	41.8%	43.5%

	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
2019	98.5%	1.5%	93.8%	6.2%	87.7%	12.3%	90.8%	9.2%

Gender Pay Gap Reporting for The Hills Group

	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
2019	-1.7%	-6.0%	10.7%	-13.4%	64.5%	74.7%
2018	8.0%	-2.7%	31.6%	1.4%	70.6%	85.5%

	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
2019	90.2%	9.8%	83.3%	16.7%	90.2%	9.8%	80.4%	19.6%
2018	76.7%	23.3%	90.8%	9.2%	77.0%	23.0%	82.6%	17.4%



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