

Contract Solutions Grampian Limited 2017 Gender Pay Gap Reporting



This report sets out the results of our first gender pay gap analysis calculated in line with the new UK disclosure regulations.

Contract Solutions Grampian Limited recognises that its most important resource are its employees and is therefore committed to the fair and equal treatment to all of its employees.

Pay

The following table sets out our average and median hourly gender pay gap based on hourly rates on the snapshot date of 5th April 2017;

	Average	Median
Hourly rate of pay	0.05%	0.00%

Pay Quartiles

The following table sets out the distribution of genders across the four pay quartiles on the snapshot date of 5th April 2017;

	Lower	Lower Middle	Upper Middle	Upper
Male	22%	20%	12.5%	33.3%
Female	78%	80%	87.5%	66.7%

Declaration

I confirm that the information reported is accurate as at the snapshot date of 5th April 2017.

Laura Sutherland
Finance Director