

AVMI Kinly Ltd Gender Pay Gap Reporting - Snapshot 2020

Introduction

Kinly are committed to equal opportunities for all employees and creating the same opportunities for those who may enter into employment.

Our Requirements

As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The figures in this report have been collated using the mechanisms that are set out in the gender pay gap reporting legislation

Our report sets out the six key metrics that are necessary under the rules on gender pay gap reports.

These are:

1. the difference in the mean pay of full-pay men and women, expressed as a percentage;
2. the difference in the median pay of full-pay men and women, expressed as a percentage;
3. the difference in mean bonus pay of men and women, expressed as a percentage;
4. the difference in median bonus pay of men and women, expressed as a percentage;
5. the proportion of men and women who received bonus pay; and
6. the proportion of full-pay men and women in each of four quartile pay bands.

Our Metrics

Detailed below are our overall median and mean gender pay gap & bonus gap based on hourly rates at the snapshot date of 5 April 2020 and bonuses paid in the year up to 5 April 2020.

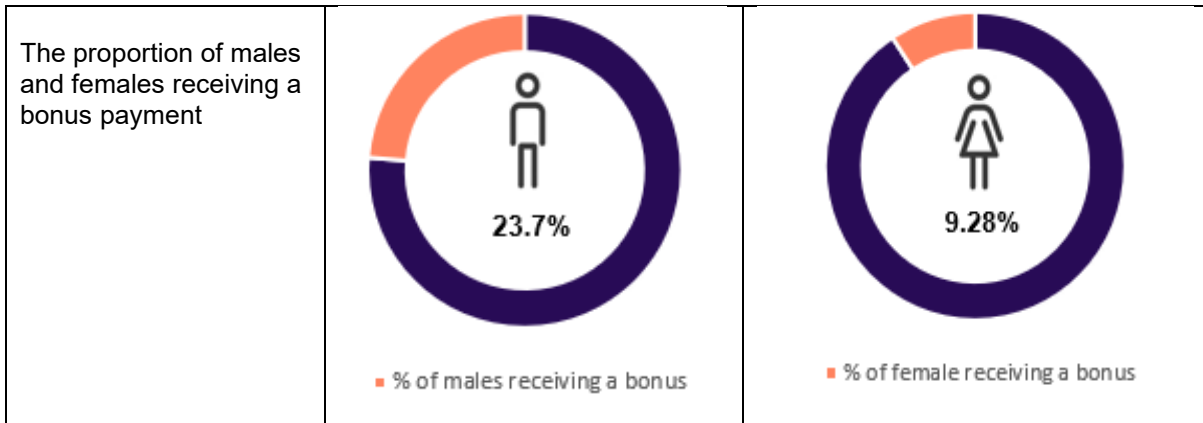
Ordinary Pay Gap

	2020
Median	19.1%
Mean	17.4%

Gender Bonus Pay Gap

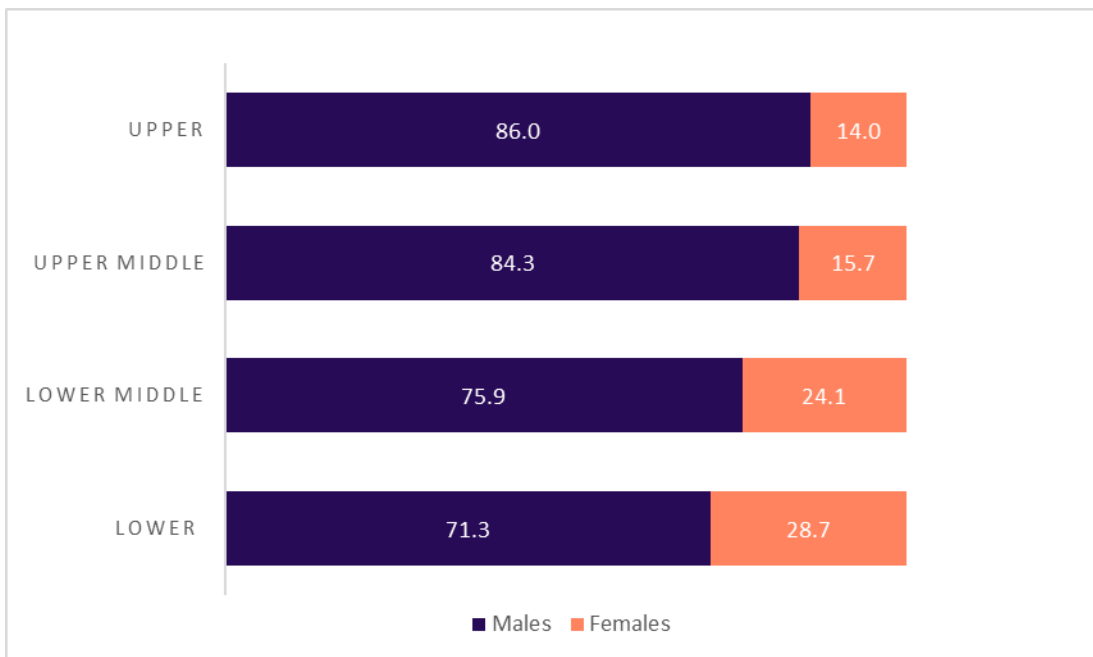
Due to the volume of females vs males in the business our median gender bonus pay gap is significantly high in favour of women.

	2020
Median	-900.0%
Mean	3.3%



Pay Quartiles

The proportion of male and female employees are split into quartiles bands based on their ordinary pay. The banding illustrates that there is a significant gender pay gap in all four quartiles. This is due to the Audio-Visual industry being heavily male dominated.



Katy Thorpe
HR Director

