

Spark of Genius Ltd

Introduction

Spark of Genius Ltd, is publishing details of its Gender Pay Gap results, in accordance with the Government's Gender Pay Gap legislation, requiring employers of 250 or more employees to publish statutory calculations outlining the pay gap between male and female employees.

These figures have been arrived at by using the mechanics set out in the Gender Pay Gap Reporting legislation and guidelines.

The information collected as at 5 April 2017 shows:

Gender Pay Gap Reporting

Mean and Median pay and bonus information

Mean gender pay gap	14.76%
Median gender pay gap	2.23%
Mean bonus gender pay gap	5.68%
Median bonus gender pay gap	-25%

Quartile pay band information (staff numbers %)

	Lower	Lower Middle	Upper Middle	Upper
Male	26%	27%	35%	37%
Female	74%	73%	65%	63%

Spark of Genius Ltd has more female employees in all quartiles hence the percentage differential is reflective in all 4 quartiles.

Any imbalances of pay are only due to genuine justifiable reasons and our reward strategy is set on a framework of equality and fairness for all.

Proportion of males and females receiving a bonus payment

Male: 5.65%

Female: 2.49%



Michael Hill

Director and Company Secretary