

Complete Business Solutions – Gender Pay Reporting 2021

Complete’s gender pay gap is -2.15% which is below the national average of 15.4% * (the national average was 14.9% in 2020).

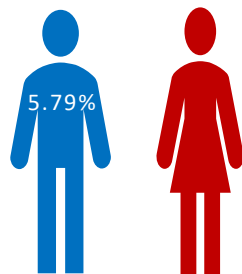
We are confident that the gaps are representative of the roles which men and women work and not a factor of men and women being differing amounts for the same roles.

We operate a business flat structure with senior positions within the organisation occupied by both men and women. There are several positions within the business that attract either; commission, bonus, or incentive payments, significantly the higher proportion of these being occupied by sales representatives (both Field and Telephone) and is available irrespective of gender.

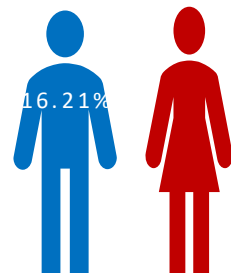
The structure of the business changes significantly in 2019, 2020 and 2021 due to several acquisitions and mergers. There are now more men employed in the business than women.

* ONS AHSE data.

Gender Pay Gap

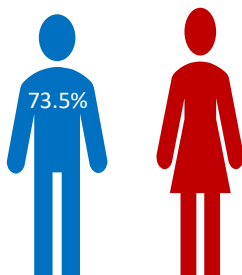


Mean pay for men is 5.79% higher than that of women.

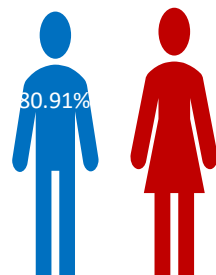


Median pay for men is 16.21% lower than that of women.

Gender Bonus Pay Gap



Mean bonus pay for men is 73.5% lower women.



Median bonus pay for men is 80.91% lower than that of Women.

Complete is committed to equal opportunities to all current and future employees, irrespective of lifestyle, ability, or background. We promote equality and diversity with appropriate training to all Employees.

In addition, we offer active support to women returning to work from maternity leave, and we utilise the Apprenticeship Levy, and our Head of People Development is tasked with offering training to all employees to promote and develop employees towards their own career goals that compliment and support the overall success of the company.

Population of Men and Women Paid a Bonus



The median bonus gap is influenced by the proportion of white-collar employees within the business. A higher proportion of white-collar workers receive a bonus and within this group there is a greater representation of Men.

The Company does not currently operate a bonus scheme for all Employees; however, this is something that the senior team are looking to consider implementing in the future as part of their employee motivation and engagement strategy.

% of Males & Females in each Quartile

