



INSPIRATIONS

Gender Pay Gap Reporting Statement 2018

Arc inspirations Limited

Introduction

As an Employer with more than 250 employees in the UK we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 Regulation 2018.

At Arc Inspirations we are committed to the principles of equal pay and all employees are paid according to experience and performance, irrespective of gender. At 13.10% our gender pay gap reduced on last year by 0.83%.

Diversity is highly important to us at Arc inspirations, we continually review our reward packages to ensure it is fair, consistent and reflects our company values. We work hard on attracting, training and retaining the very best talents in all areas of the company, this starts at the very top and we are very proud that 38% of our board are roles held by females.

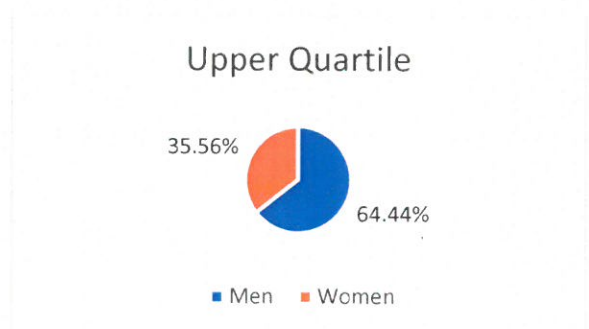
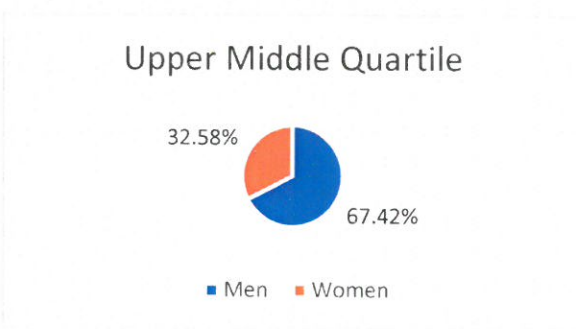
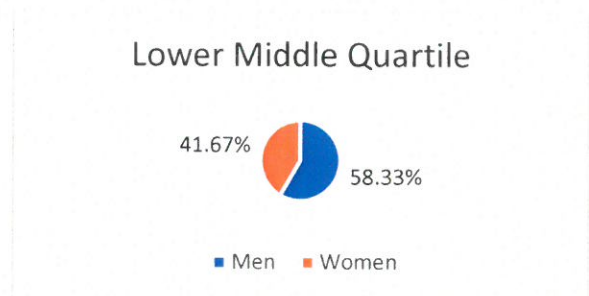
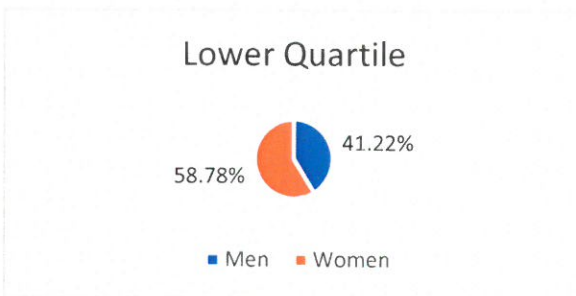
The Results below are based on 530 Employees – 307 Male (57.92%) and 223 Female (42.08%)

Results

Mean Gender Pay Gap	13.10%
Median Gender Pay Gap	5.10%
Mean Bonus Gender Pay Gap	63.50%
Median Bonus Gender Pay Gap	36.00%
Proportions of Males and Females Receiving a bonus Payment	

- Male 16.94%
- Female 12.11%

Quartiles



Andy Whelan, Finance Director Arc Inspirations Limited