

What is the gender pay gap?

The gender pay gap shows the difference in average pay between women and men. This is different to equal pay i.e. women and men receiving the same pay for the same role.

The gender pay gap takes into account all roles at all levels of the organisation, rather than comparing pay received by women and men performing the same roles. It is influenced by a range of factors, including the demographic of a company's workforce.

Mean Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men within a company

Median Pay Gap

The median represents the middle point of a population. If you separately lined up all the women in a company and all the men, the median gap is the difference between the hourly paid rates for the middle Woman compared with that of the middle man.

Gender Pay Gap

The **mean pay** for men is 15.8% higher than that of women

The **median pay** for men is 12.0% higher than that of women

In comparison, the **national median pay** shows that women earn 18.4% less than men

Gender Bonus Pay Gap

The **mean bonus pay** for men is 59% higher than that of women

The **median bonus pay** for women is 0% (no different) to men

Bonus amounts tend to increase with seniority. The mean bonus gap is therefore influenced by a higher proportion of men in more senior roles. On the other hand, the median bonus gap is influenced by the larger proportion of non-managerial roles, where bonus payments typically make up a smaller part of overall remuneration.

Proportion of Men and Women Paid a Bonus

Men = 61%

Women = 61%

Population by Pay Quartiles

Quartiles represent the pay rates from the lowest to the highest for our employees split into equal sized groups, with the percentage of men and women in each quartile.

Upper:	Men	71%	Women	29%
Upper Middle:	Men	71%	Women	29%
Lower Middle:	Men	63%	Women	37%
Lower:	Men	56%	Women	44%

Our Plans

Our business is broadly balanced, reflecting the progress made to date and our commitment to diversity and inclusion. We will continue to employ and promote the right people for the job and for the business and not be influenced by Gender. Our breakdown shows that an opportunity exists to introduce more equal representation at more senior levels of the business, which will be taken into account and incorporated into the ongoing development plans.

Jon Guest - Managing Director

28th March 2018

