

2019



# GENDER PAY REPORT

## What is the Gender Pay Gap?

The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including the demographics 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.



Male Employees

Female Employees

### 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 pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



## GENDER PAY GAP



The **mean pay** for women is **0.5% higher** than of men.



The **median pay** for men is **6.4% higher** than of women.

## GENDER BONUS PAY GAP



The **mean bonus pay** for women is **31% higher** than of men.



The **median bonus pay** for women is **11.4% higher** than of men.

## Our findings

Our data findings reflect both how the different averages are calculated, and our workforce structure. Mean figures represent the average across our whole organisation, so are particularly impacted by the highest earners within the company. More of our senior management roles are held by women. Median figures represent the midpoint of our workforce and so are higher for men, reflecting the fact that slightly more of our operative roles are held by men, with more women in the higher paid Head Office positions.

## POPULATION BY PAY QUARTILES

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

Quartile	Men (%)	Women (%)
UPPER	34	66
UPPER MIDDLE	35	65
LOWER MIDDLE	29	71
LOWER	32	68