

About the figures

What is the gender pay gap? Is it the same as equal pay?

A gender pay gap is the difference between the pay of all men in an organisation and the pay of all women in an organisation – it's a collective comparison regardless of specific roles.

A gender pay gap and equal pay are not the same.

An equal pay gap is the difference in pay between men and women performing equivalent roles within an organisation – it's a comparison within equivalent roles.

What is the gender bonus gap?

The gender bonus gap is calculated by working out the difference between the bonus pay of all female employees and the bonus pay of all male employees during the year and dividing that number by the bonus pay of all male employees.

A negative figure would mean that the bonus pay for male employees is less than the bonus pay of female employees.

What is the mean gap?

The mean is all pay/bonuses added together and divided by the number of employees.

What is the median gap?

The median is the mid-point between the highest and lowest hourly pay rate/annual bonus payments.

What are quartiles?

The legislation requires all companies to publish details of gender distribution across their range of hourly pay rates, by ranking employee pay rates from highest to lowest and dividing the range of pay into four equally sized groups covering all employees. These groups are known as quartiles.

What do the pay gap calculations include?

The pay gap calculations are based on what the employees were actually paid during the month of April.

This includes:

- 'Ordinary pay' (basic pay, allowances etc)
- 'Bonus pay' (bonus, sales commission, RSUs) paid or vested in the month of April
- Note that if an employee makes any salary sacrifice payments (i.e. to pension, childcare vouchers or cycle to work) then these amounts are deducted.

These payments are added up and an hourly rate determined for each employee in accordance with the legislation.

Note that any employees who were being paid at a reduced rate during April due to being on leave (e.g. due to maternity leave, parental leave or sick leave) are *excluded* from the pay gap calculations but *included* in the bonus gap calculations.

What do the bonus gap calculations include?

The bonus gap statistics are based on what the employees were paid in bonus in the 12 months to 5th April. This includes any award of cash, vouchers or shares/RSUs relating to performance, commission, profit sharing, incentive or productivity.

