Gender pay gap 2018 explained

The pay gap statistics

<table>
<thead>
<tr>
<th>Pay gap</th>
<th>24.5%</th>
<th>22.2%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean (average)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Median (middle)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Bonus pay gap: Proportion of men and women

<table>
<thead>
<tr>
<th>Bonus pay gap</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.5%</td>
<td>11.4%</td>
<td></td>
</tr>
</tbody>
</table>

There are two types of bonus/reognitive reward: Recognition award and Bonus scheme.

In terms of how the data has been extracted, the pay gap shown is in the following way:

- If there is a difference between the lowest quartile (Q1) and the highest quartile (Q4), this will add to the overall pay gap, even if the gap at each individual level is relatively small.
- The overall pay gap is the percentage difference between the lowest quartile (Q1) and the highest quartile (Q4) and then dividing this into four equal parts. If there is a difference between the lowest quartile (Q1) and the highest quartile (Q4), this will add to the overall pay gap, even if the gap at each individual level is relatively small.

Factors affecting our pay gap

- Gender
- Recruitment and selection
- Pay and reward
- Working environment
- Development
- Administration and coordination

What we are doing to help close the gap

- Outreach
- Recruitment and selection
- Pay and reward
- Working environment
- Development
- Administration and coordination

Gender pay gap 2018: A snapshot of the situation

- In terms of pay, we have a greater proportion of females in the lower quartiles. However, we are beginning to see some improvement in the pay gap.
- The overall pay gap is the difference between the lowest quartile (Q1) and the highest quartile (Q4) and then dividing this into four equal parts. If there is a difference between the lowest quartile (Q1) and the highest quartile (Q4), this will add to the overall pay gap, even if the gap at each individual level is relatively small.

The data has been extracted from our HR & Payroll database and is based on a snapshot taken on 31 March 2018. Our bonus and recognition pay data is based on payments made within the preceding 12 months ending on the snapshot date (1 April 2017 to 31 March 2018).

We publish figures on bonus payment under our statutory duty, but this doesn't reflect our actual bonus and recognition pay figures. This is because our bonus and recognition payments are often made over a period of time, which means that they are not captured in a single snapshot.

The data is based on a snapshot taken on 31 March 2018. Our bonus and recognition pay data is based on payments made within the preceding 12 months ending on the snapshot date (1 April 2017 to 31 March 2018).

The data is based on a snapshot taken on 31 March 2018. Our bonus and recognition pay data is based on payments made within the preceding 12 months ending on the snapshot date (1 April 2017 to 31 March 2018).

The data is based on a snapshot taken on 31 March 2018. Our bonus and recognition pay data is based on payments made within the preceding 12 months ending on the snapshot date (1 April 2017 to 31 March 2018).