

GOWER GENDER PAY GAP REPORT 2019



MEAN PAY GAP



2019: -3%
2018: -3%



MEDIAN PAY GAP



2019: 0%
2018: -7%

- Mean and median difference in hourly rate of pay for males and females in April 2019 and April 2018



MEAN BONUS GAP



2019: 64%
2018: 50%



MEDIAN BONUS GAP



2019: 73%
2018: -6%

- Mean and median difference in bonus pay for males and females in April 2019 and April 2018
- As there are only 9 colleagues receiving bonus, making small increases or decreases to bonus payments depending upon performance, can significantly affect this analysis particularly when drawing year-on-year comparisons



% RECEIVING BONUS 2019



4%



10%



% RECEIVING BONUS 2018



6%



13%

- Percentage of males and females receiving bonus payments in the year immediately proceeding 5th April 2019 and 5th April 2018
- Higher proportion of males within senior leadership team



QUARTILES 2019

	M%	F%
Quartile 1	79	21
Quartile 2	92	8
Quartile 3	80	20
Quartile 4	81	19
General Population:	83	17



QUARTILES 2018

	M%	F%
Quartile 1	78	22
Quartile 2	91	9
Quartile 3	81	19
Quartile 4	80	20
General Population:	83	17

- Gender split within each of the quartile salary bandings
- Each quartile contains approximately 75 colleagues

OVERALL

- Gower is committed to ensuring equity, fairness and equal opportunities for all colleagues
- We are confident that male and female colleagues across our business are paid equally for performing equivalent roles
- We confirm the data has been accurately calculated in line with Gender Pay Gap Legislation