

# GOWER GENDER PAY GAP REPORT 2020



## MEAN PAY GAP



2020: 1%  
2019: -3%



## MEDIAN PAY GAP



2020: -8%  
2019: 0%

- Mean and median difference in hourly rate of pay for males and females in April 2020 and April 2019



## MEAN BONUS GAP



2020: 52%  
2019: 64%



## MEDIAN BONUS GAP



2020: -11%  
2019: 73%

- Mean and median difference in bonus pay for males and females in April 2020 and April 2019
- All bonus schemes are meritocratic based on individual and/or business performance
- As there are only 21 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 2020



6%



11%



## % RECEIVING BONUS 2019



4%



10%

- Percentage of males and females receiving bonus payments in the year immediately proceeding 5th April 2020 and 5th April 2019



## QUARTILES 2020

	M%	F%
Quartile 1	76	24
Quartile 2	97	3
Quartile 3	74	26
Quartile 4	81	19
General Population:	82	18



## QUARTILES 2019

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

- Gender split within each of the quartile salary bandings
- Each quartile contains approximately 77 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