

# GOWER GENDER PAY GAP REPORT 2018



## MEAN PAY GAP



2018: -3%  
2017: -4%



## MEDIAN PAY GAP



2018: -7%  
2017: 0%

- Mean and median difference in hourly rate of pay for males and females in April 2018 and April 2017



## MEAN BONUS GAP



2018: 50%  
2017: 39%



## MEDIAN BONUS GAP



2018: -6%  
2017: 20%

- Mean and median difference in bonus pay for males and females in April 2018 and April 2017
- As there are only 26 colleagues receiving bonus, making small increases or decreases to bonus payments can significantly affect the results of the analysis. There are two bonus schemes - a leadership bonus scheme and a job related bonus scheme. We have a higher proportion of males than females within our Leadership team and in 2018, leadership bonus scheme increases were greater than job related bonus increases. These are the central drivers of the observed gap. The 50% gap represents a difference of £3,211.26



## % RECEIVING BONUS 2018



6%



13%



## % RECEIVING BONUS 2017



7%



14%

- Percentage of males and females receiving bonus payments in the year immediately preceding 5th April 2018 and 5th April 2017
- Higher proportion of males within senior leadership team



## QUARTILES 2018

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



## QUARTILES 2017

	M%	F%
Quartile 1	75	25
Quartile 2	95	5
Quartile 3	77	23
Quartile 4	81	19
General Population:	82	18

- Gender split within each of the quartile salary bandings
- Each quartile contains approximately 90 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 are committed to taking a number of actions across the business to attract more females into the company and into leadership roles
- We confirm the data has been accurately calculated in line with Gender Pay Gap Legislation