

Sample Gender pay gap reporting comparison

May 2018



Whole sample data - actual data

Gender pay measure	CLIENT'S GENDER PAY RETURN	Whole sample					Sample with employee range 250 to 499				
		Lower Quartile	Median	Upper Quartile	Average (Mean)	Company's Percentile Position	Lower Quartile	Median	Upper Quartile	Average (Mean)	Company's Percentile Position
Mean pay gap	12.7	5.0	13.4	22.9	14.3	48.5%	5.3	14.3	24.0	14.6	46.1%
Median pay gap	5.8	0.7	9.3	21.0	11.9	40.5%	0.5	10.2	22.9	12.6	39.0%
Mean bonus gap	28.1	0.0	22.1	53.0	7.6	54.2%	0.0	19.9	54.7	-7.2	54.8%
Median bonus gap	13.8	0.0	5.2	38.0	-20.1	56.3%	0.0	0.0	38.3	-50.1	58.4%
Men in receipt of a bonus	80.0	0.9	19.8	73.3	35.5	77.8%	0.0	18.9	73.3	35.2	77.7%
Women in receipt of a bonus	89.0	0.3	17.6	70.3	34.1	90.9%	0.0	17.0	71.0	33.9	90.6%
Male Lower Quartile	34.2	27.0	44.4	64.4	46.4	32.8%	27.0	45.0	66.0	47.0	32.6%
Female Lower Quartile	66.8	35.6	55.6	73.0	53.6	67.0%	34.0	55.0	73.0	53.0	67.2%
Male Lower Middle Quartile	53.6	29.5	48.5	72.5	50.6	56.1%	29.9	50.0	74.5	51.5	53.8%
Female Lower Middle Quartile	46.4	27.5	51.5	70.5	49.4	43.7%	25.5	50.0	70.1	48.5	46.0%
Male Upper Middle Quartile	57.4	34.0	54.0	78.6	54.9	53.8%	34.0	55.0	80.0	55.8	52.4%
Female Upper Middle Quartile	42.6	21.4	46.0	66.0	45.1	46.0%	20.0	45.0	66.0	44.2	47.4%
Male Top Quartile	63.9	41.7	62.7	82.8	60.8	50.1%	42.5	64.4	84.2	62.0	48.2%
Female Top Quartile	36.1	17.2	37.3	58.3	39.2	49.8%	15.8	35.6	57.5	38.0	51.7%
Sample		10,428					4,701				

Sector data - for illustration

Gender pay measure	CLIENT'S GENDER PAY RETURN	SECTOR					SECTOR with employee range 250 to 499				
		Lower Quartile	Median	Upper Quartile	Average (Mean)	Company's Percentile Position	Lower Quartile	Median	Upper Quartile	Average (Mean)	Company's Percentile Position
Mean pay gap	12.7	4.0	10.7	17.7	10.8	59.1%	1.9	9.6	16.0	9.9	62.0%
Median pay gap	5.8	0.3	8.1	15.5	8.2	40.2%	0.0	6.6	15.2	7.3	47.0%
Mean bonus gap	28.1	0.0	0.0	23.7	3.6	77.5%	0.0	0.0	18.8	4.1	83.0%
Median bonus gap	13.8	0.0	0.0	2.7	-1.1	82.7%	0.0	0.0	1.4	3.8	81.5%
Men in receipt of a bonus	80.0	0.0	1.5	63.0	26.5	86.2%	0.0	0.9	62.8	26.3	81.1%
Women in receipt of a bonus	89.0	0.0	1.2	58.7	25.0	95.9%	0.0	1.2	56.5	24.9	95.3%
Male Lower Quartile	34.2	24.6	35.0	48.3	37.2	40.8%	26.2	37.5	48.8	38.5	36.2%
Female Lower Quartile	66.8	51.8	65.0	75.4	62.8	59.1%	51.2	62.6	73.8	61.5	63.7%
Male Lower Middle Quartile	53.6	26.6	37.5	50.9	39.8	78.7%	28.8	40.5	62.5	44.2	69.7%
Female Lower Middle Quartile	46.4	49.1	62.5	73.4	60.2	21.2%	37.5	59.5	71.2	55.8	30.2%
Male Upper Middle Quartile	57.4	31.8	42.0	57.5	44.5	74.7%	32.0	43.7	55.7	44.3	76.9%
Female Upper Middle Quartile	42.6	42.6	58.0	68.2	55.5	25.2%	44.3	56.4	68.0	55.7	23.0%
Male Top Quartile	63.9	42.0	53.4	60.8	51.9	78.7%	42.0	55.1	61.1	52.2	81.0%
Female Top Quartile	36.1	39.3	46.6	58.0	48.1	20.6%	38.9	44.9	58.0	47.8	18.9%
Sample		175					80				

Location data - for illustration

Gender pay measure	CLIENT'S GENDER PAY RETURN	REGION					REGION with employee range 250 to 499				
		Lower Quartile	Median	Upper Quartile	Average (Mean)	Company's Percentile Position	Lower Quartile	Median	Upper Quartile	Average (Mean)	Company's Percentile Position
Mean pay gap	12.7	4.2	13.7	24.4	14.2	46.8%	5.3	18.4	28.8	16.8	38.6%
Median pay gap	5.8	0.6	11.0	23.3	14.4	39.8%	3.2	15.5	29.4	20.9	29.3%
Mean bonus gap	28.1	0.0	32.4	54.0	20.8	44.0%	0.0	36.3	62.7	19.8	40.9%
Median bonus gap	13.8	0.0	16.2	43.4	-0.1	46.1%	0.0	18.7	51.7	12.4	38.7%
Men in receipt of a bonus	80.0	6.2	41.8	82.6	45.2	69.2%	2.5	35.5	82.9	42.1	70.1%
Women in receipt of a bonus	89.0	2.7	31.4	81.3	42.2	87.4%	0.6	26.1	81.5	38.6	86.3%
Male Lower Quartile	34.2	27.2	45.5	66.5	47.4	31.4%	28.2	45.0	66.6	47.4	34.1%
Female Lower Quartile	66.8	33.5	54.5	72.8	52.6	68.5%	33.5	55.0	71.8	52.6	65.8%
Male Lower Middle Quartile	53.6	34.6	53.0	74.3	53.3	51.0%	33.0	52.8	75.2	53.2	50.8%
Female Lower Middle Quartile	46.4	25.8	47.0	65.4	46.7	48.9%	24.8	47.2	67.0	46.8	49.1%
Male Upper Middle Quartile	57.4	41.5	57.9	80.4	58.3	49.6%	36.9	63.5	80.8	59.5	45.3%
Female Upper Middle Quartile	42.6	19.6	42.2	58.6	41.7	50.3%	19.3	36.6	63.2	40.5	54.6%
Male Top Quartile	63.9	50.9	63.4	85.0	63.4	48.2%	51.0	69.2	88.8	66.9	42.2%
Female Top Quartile	36.1	15.0	36.7	49.1	36.6	51.7%	11.2	30.8	49.0	33.1	57.7%
Sample		144					68				

Notes

Data was downloaded from the Government's Gender Pay Gap service website, <https://gender-pay-gap.service.gov.uk/Viewing/search-results> on 30 April 2018.

Not all gender pay gap reports have been uploaded to the site, so we have researched 30 a further similar-sized organisations in your sector which have not had their returns added to the Government list. We found 6 additional reports which we have added to our research.

For each of the prescribed measures, we have provided an analysis of the distribution of data, which has been rounded to the nearest decimal point. Of the measures, the Median is likely to be the most accurate indication of the spread of data as the Average (mean) tends to be skewed by very high and very low entries.

The Company's Percentile Position columns show the precise position of your organisation's return within the sample shown. The figure shown denotes the percentage of the organisations in the sample whose entry value is lower than that of your company. The full range runs from:

- 100%: Highest figure
- 75%: Upper Quartile
- 50%: Median
- 25%: Lower Quartile
- 0%: Lowest figure