

PLC-HO based SE UK

Explaining why the Gender Pay Gap looks large

Analysis of Gender Pay Percentages - using Total Pay: different weight m:f across ranks.

		Pay Quartile:								Total		
		1		2		3		4		Male	Female	
		M	F	M	F	M	F	M	F			
BaseLining the Gender Pay Gap												
Pay average (standardised from known start)		£ 12.03	£ 12.03	£ 20.08	£ 20.08	£ 33.54	£ 33.54	£ 56.01	£ 56.01			
Expected/Generated pay increase between quartiles				67%								
Baseline	Expected No. employed in group (assume 50m/50f)	37	37	37	37	37	37	37	37	296	148	148
	Expected decrease in numbers @ higher pay										50.0%	50.0%
	Average hrly pay	£ 12.03	£ 12.03	£ 20.08	£ 20.08	£ 33.54	£ 33.54	£ 56.01	£ 56.01	£ 30.41	£ 30.41	
	Percentage staff in sector	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	12.5%	Pay gap:	0.0%	
Develop 1	Actual numbers employed (in this PLC Head Office)	27	47	20	54	42	32	57	17	296	146	150
	Percentage actual staff in sector	9.1%	15.9%	6.8%	18.2%	14.2%	10.8%	19.3%	5.7%		49.3%	50.7%
	Base line pay average	£ 12.03	£ 12.03	£ 20.08	£ 20.08	£ 33.54	£ 33.54	£ 56.01	£ 56.01	£ 36.49	£ 24.50	
			64%		73%		43%		23%	Pay gap:	32.9%	
This part of the Pay Gap is caused by unequal distribution of gender across the pay quartiles.												
Develop 2	Median Pay Rates at the thresholds	£ 8.94	£ 15.11	£ 26.00	£ 43.26	£ 1,181.40						
	No employed in group		27	47	20	54	42	32	57	17	296	146
	Percentage staff in sector		9.1%	15.9%	6.8%	18.2%	14.2%	10.8%	19.3%	5.7%		49.3%
	Median hrly pay, averaged	£ 12.03	£ 12.03	£ 20.56	£ 20.56	£ 34.63	£ 34.63	£ 612.33	£ 612.33	£ 254.06	£ 87.95	
	Pay increase between quartiles			70.9%	68.5%	1668.2%						
	Difference from expected pay in quartiles			5.9%	2.2%	2389.9%				Pay gap:	65.4%	
This part of the Pay Gap is caused by higher variances between the average pay in each quartile.												
This is partly caused by the effect of the business being the Head Office for a large PLC, and there is heavier weighting of higher skilled and higher paid individuals.												
Final Data	No employed - Actual		27	47	20	54	42	32	57	17	296	146
	Percentage staff in sector		9.1%	15.9%	6.8%	18.2%	14.2%	10.8%	19.3%	5.7%		49.3%
	Mean Pay - Actual (average in quartile)	£ 12.55	£ 12.77	£ 21.46	£ 19.63	£ 33.09	£ 33.27	£ 140.8	£ 92.05	£ 69.75	£ 28.60	
			-1.7%	9.3%	-0.5%	53.0%				Declared Gender Pay Gap:	59.0%	

In Summary:

For this business, the Gender Pay Gap declared is: 59.0%

This difference is largely made up of:

Differences due to seniority not being 50/50	32.9%
and, the variation in pay being large	32.5%
The Pay Gap not due to these factors:	6.4%

The ratios are, Female % by quarter: 63.5%, 73.0%, 43.2%, 23.0%.

The escalation between quartiles: 5.9%, 2.2%, 2389.9%

As a very small number of very highly paid individuals are included in the data, some of the top quartile data look skewed. This is significant.