



Gender pay gap

In the UK, Godolphin is required by the Equality Act (Gender Pay Gap Information) Regulations 2017 to publish a set of statistics around pay and gender.

What is the gender pay gap?

The gender pay gap looks at the percentage difference between men's and women's earnings. It is not a measure of the difference in pay between men and women for doing the same job, which is usually described as 'pay equality'.

The national average gender pay gap for full-time work fell from 9.1% to 8.6% in favour of men in 2018. (Source: Annual Survey of Hours and Earnings, provisional figure.)

Godolphin's statistics are as follows:

Difference between gross hourly earnings of men and women

	2017	2018
Mean	0.19% higher for men	1.97% higher for women
Median	5.74% higher for women	3.44% higher for women

Mean – the average number when all numbers are added together and then divided

Median – the middle number when taking all numbers into account

Percentage of men and women in pay quartiles

2017

	Male Number	Female Number	Male %	Female %
Q1 (lower)	134	25	84	16
Q2	125	34	79	21
Q3	124	34	78	22
Q4 (higher)	105	53	66	34

2018

	Male Number	Female Number	Male %	Female %
Q1 (lower)	137	19	88	12
Q2	114	43	73	27
Q3	117	39	75	25
Q4 (higher)	104	52	67	33

Bonus pay

The difference between bonus payments made to men and women

	2017	2018
Mean	0.33% higher for men	3.4% higher for men
Median	11.69% higher for women	1.99% higher for women

The percentage of men and women receiving a bonus

	2017	2018
Men	95%	95%
Women	94%	89%