



# Godolphin

## Gender Pay Report 2020

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'.

Godolphin's statistics are as follows:

### Difference between gross hourly earnings of men and women

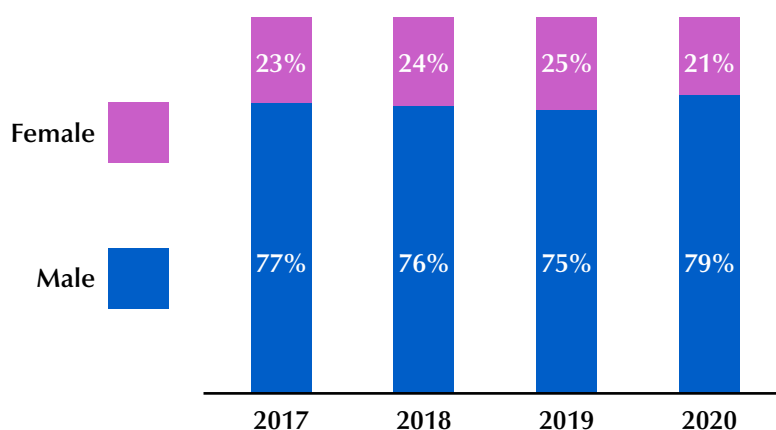
	2017	2018	2019	2020
<b>Mean</b>	0.19% higher for men	1.97% higher for women	0.82% higher for women	9.14% higher for women
<b>Median</b>	5.74% higher for women	3.44% higher for women	6.27% higher for women	14.24% higher for women

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

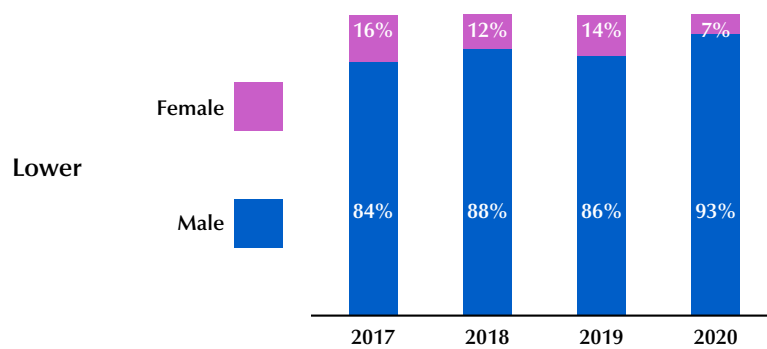
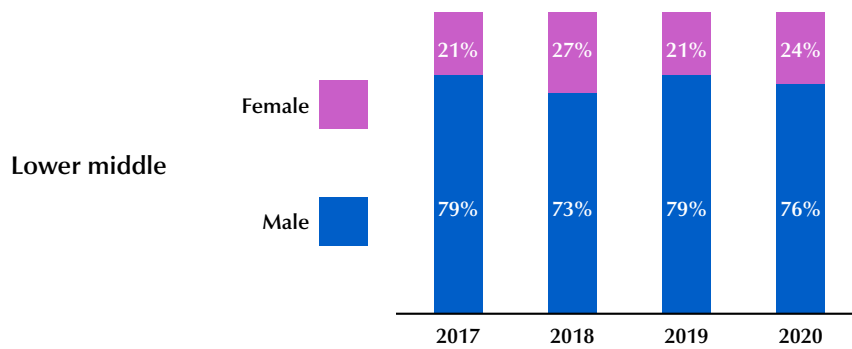
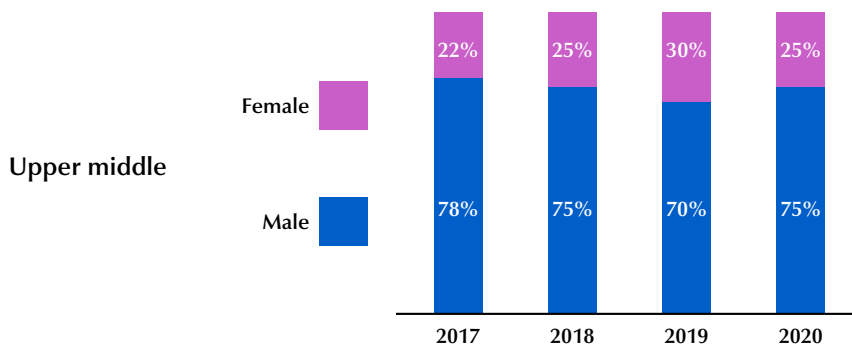
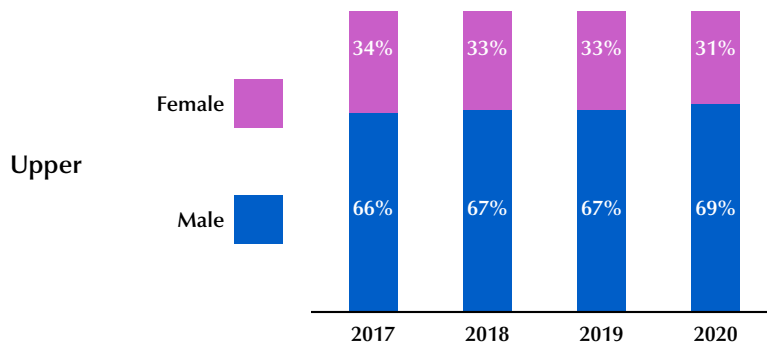
**Median** – the middle number when taking all numbers into account

### Percentage of men and women in pay quartiles

Total percentage of men and women paid on 5 April 2020



## Percentage of men and women in each pay quartile



## Bonus pay

The difference between bonus payments made to men and women

	2017	2018	2019	2020
<b>Mean</b>	0.33% higher for men	3.4% higher for men	30.84% higher for men	10.43% higher for men
<b>Median</b>	11.69% higher for women	1.99% higher for women	6.24% higher for men	2.34% higher for women

The percentage of men and women receiving a bonus

	2017	2018	2019	2020
<b>Men</b>	95%	95%	97%	99.15%
<b>Women</b>	94%	89%	97%	99.22%