



# Gender Pay Gap Report

Data as at April 2020



# What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average pay of males and females.

This is different to equal pay, which relates to males and females being paid equally for equal work or work of equal value.

Gender Pay Gap is broader and highlights economic and social challenges. Derwent fm are committed to reduce the gap.



# Our Results



# Our Pay Gap

## Mean Pay Gap

5.5%

## Median Pay Gap

4.0%

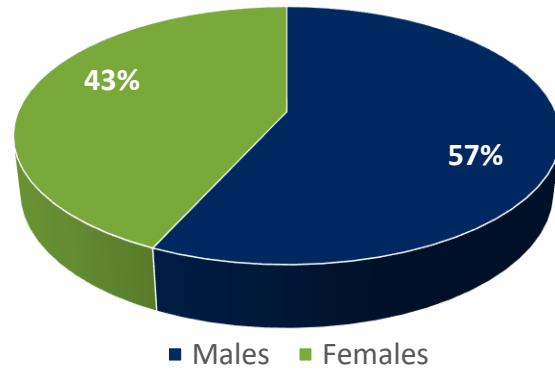
We are pleased to see that both our mean pay gap (5.5%) and our median pay gap (4.0%) move towards zero.

**Mean Hourly Pay Gap** is the difference in the average hourly rates of pay between male and female colleagues

**Median Hourly Pay Gap** is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately for each female colleague and comparing the middle value

# Our Bonus Gap

**Bonus Pay Gap by Proportion**



## Bonus Pay Gap by Proportion

This is for those who receive bonus and is the proportion of males/females receiving bonus pay and compares the number of male and female colleagues who receive a bonus to the overall number of male and females respectively

**Mean Bonus Gap** is the difference in average bonuses between male and female colleagues, calculated from those who received a bonus in the year.

**Median bonus Gap** is calculated by ordering from lowest to highest the bonuses for each male colleague who received a bonus and, separated the bonuses for each female colleagues who received a bonus and comparing the middle value of each.

Mean Bonus Gap	22%
Median Bonus Gap	8.5%

# Company Pay Quartiles

## Quartile Analysis

Quartiles	% Males	% Females
Lower Quartile	34.8	65.2
Lower Middle Quartile	62.2	37.8
Upper Middle Quartile	64.4	35.6
Upper Quartile	58.7	41.3

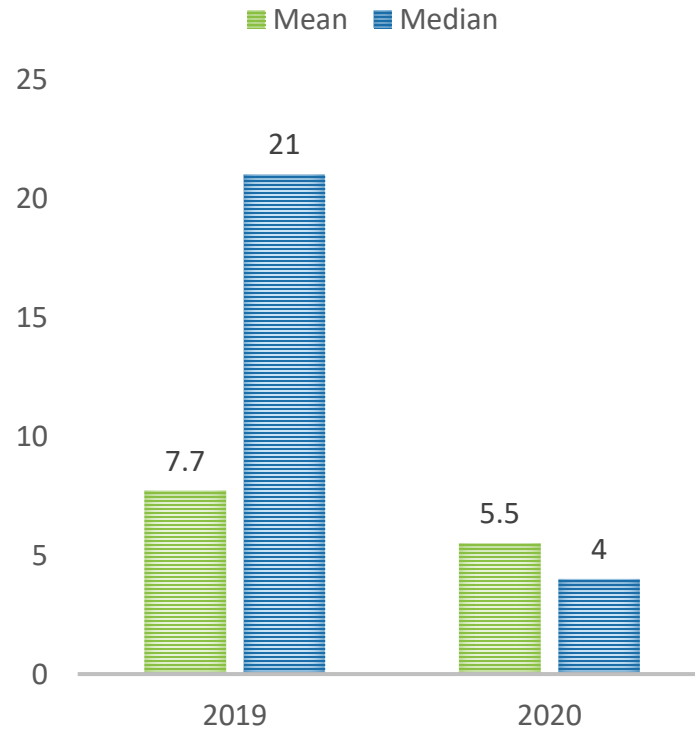
**Pay Quartiles** ranks all colleagues' hourly rates of pay from lowest to highest and divides this range into four groups (or quartiles).

The number of male and female colleagues in each quartile is then calculated as a proportion of the overall quartile

# 2020 vs. 2019

✓ We're delighted to see year on year reductions in our hour pay gaps, as shown below

MEAN AND MEDIAN PAY GAP



	Mean	Median
2019	7.7%	21.0%
2020	5.5%	4.0%
Reduction	2.2%	17.0%







Derwent fm have a Gender Pay Gap action plan and participate in Group level initiatives with the objective to reduce our gender pay gap reporting

**Derwent fm are part of Places for People, their Gender Pay Gap Report can be found here:**  
**<https://www.placesforpeople.co.uk/about-us/publications/>**