pay.uk

Gender pay gap report 2024

Building a fairer workplace, together

Introduction

The gender pay gap remains a critical issue in today's workforce, reflecting the disparity in average earnings between men and women. This report provides an analysis of the gender pay gap within Pay.UK, highlighting key statistics, underlying causes, and the actionable steps we continue to take towards achieving pay equity.

Our commitment to transparency and equality drives us to regularly assess and address pay disparities. By understanding the factors contributing to the gender pay gap, we can implement targeted strategies to foster an inclusive and fair workplace for all colleagues. This report not only fulfils our legal obligations but also reinforces our dedication to promoting gender equality and ensuring that every colleague is valued and rewarded equitably.

Our pay gap reporting is an important part of our people strategy and provides the opportunity to reflect, review opportunities for development, and transparently share our progress.

This report provides our position for the fourth year running and we can see a positive trend developing. Our median pay gap has decreased by 2.44% since 2023 and by 3.3% overall since 2022. This small movement in closing the gap is positive, and we are committed to continuing the actions we feel are contributing to this progress.

Our gender pay gap remains driven by the distribution of colleagues across different roles and levels. We recognise that we still have significant work to do to eliminate some pay gaps, but it is encouraging that we continue to see more diversity represented in our succession plans and appointments. Over the reporting period we have seen an increase in senior female hires and a 10% rise in female successors.

We continue to evolve our efforts and recognise the need to take a multi-faceted approach to address pay gaps. Our attraction strategy, recruitment, career development, and continuous colleague engagement through our various forums and surveys, are the building blocks to deliver an inclusive culture.

Programmes, such as our Women in Leadership, EmpowHer, mentoring schemes, In my Shoes, Active Bystander, and ongoing support for personal and professional development are all testament to our continued commitment to drive change and deliver an inclusive culture at Pay.UK.

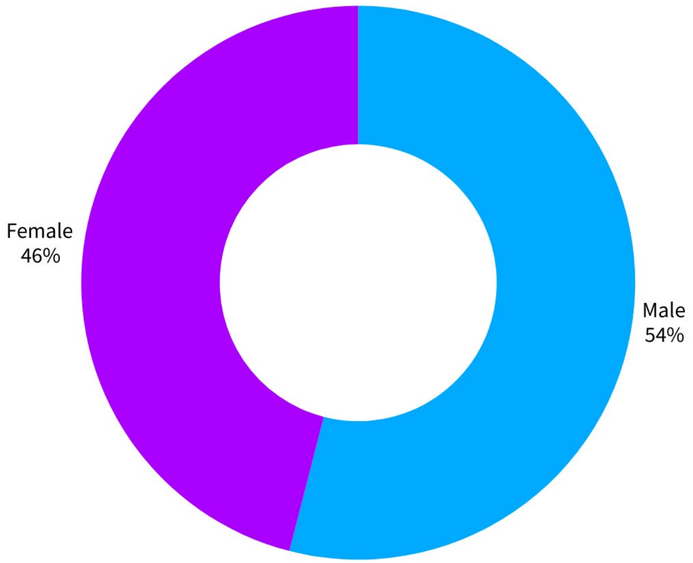
David Pitt

Chief Executive Officer

“Our pay gap reporting is an important part of our people strategy and provides the opportunity to reflect, review opportunities for development, and transparently share our progress.”

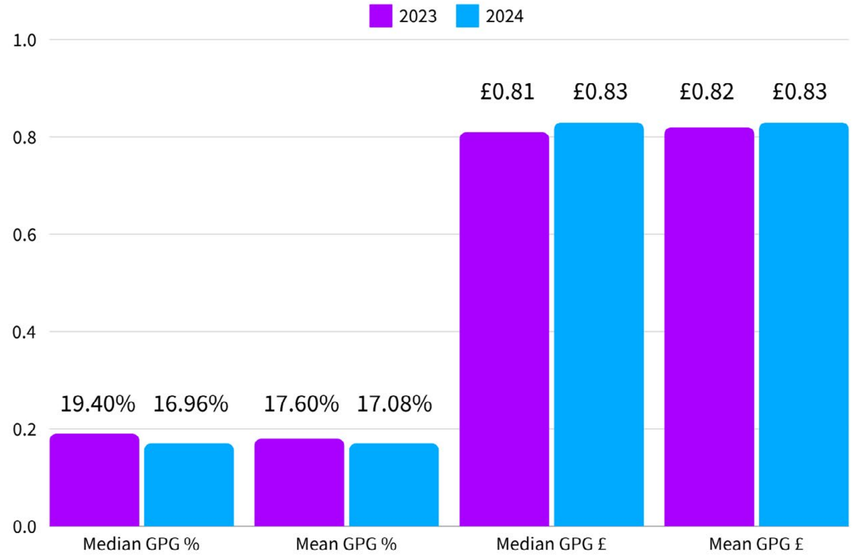
Our colleague profile

On 5 April 2024 (our snapshot date), 373 relevant colleagues were employed by Pay.UK with a contract of employment for payroll purposes. Our pay and bonus gaps are reported on this population. Of the 373 colleagues who were receiving their salaries on the snapshot date, 173 were female and 200 were male.



Our gender pay gap results

As of 5 April 2024, our gender pay gap statistics were:



As detailed in the chart above, for every £1 a male colleague earns, a female colleague earns the amounts stated in the last four columns.

Compared to 2023, our median pay gap has decreased by 2.44%. This is a positive move in closing our pay gap, and we are committed to further contributing to this progress.

Our bonus scheme

Our bonus scheme is designed to incentivise and motivate colleagues to deliver exceptional performance. We use the same criteria to award bonus payments to all colleagues regardless of gender or any other characteristic.

This year, 323 colleagues received a bonus compared to 282 in 2023 and 231 in 2022. Our bonus gap remains an area of focus, and it reflects gender representation across grades. This is our third year of awarding bonuses and we continue our work towards closing the gender bonus gap.

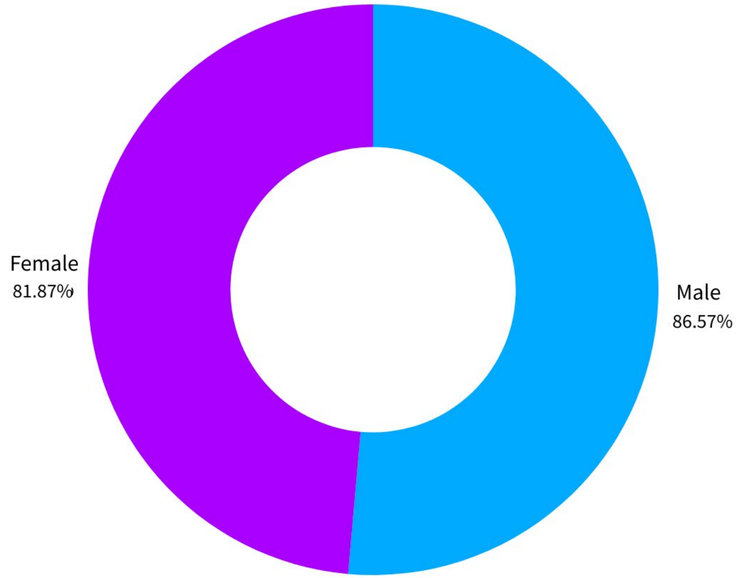
Why is there a bonus pay gap?

Our mean and median bonus pay gap have reduced by 5.8% and 34.4% respectively since 2023. The bonus pay gap is calculated based on the number of colleagues in the company.

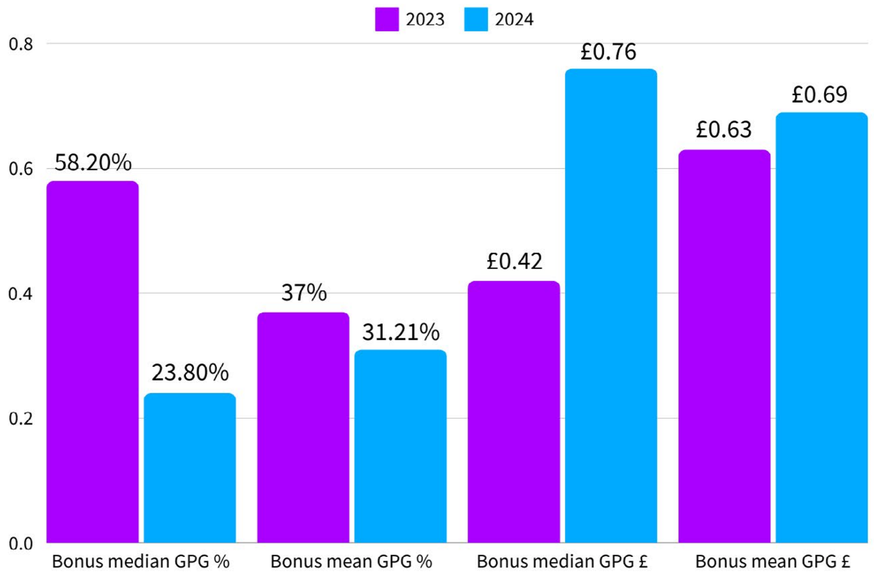
We pay our bonuses as a percentage of salary, so colleagues in the upper quartiles are awarded a higher bonus because their salaries are higher.

Our bonus pay gap

As of 5 April 2024, % receiving a bonus



As of 5 April 2024, our gender bonus gap was:



As detailed in the chart above, for every £1 a male colleague earns, a female colleague earns the amounts stated in the last four columns.

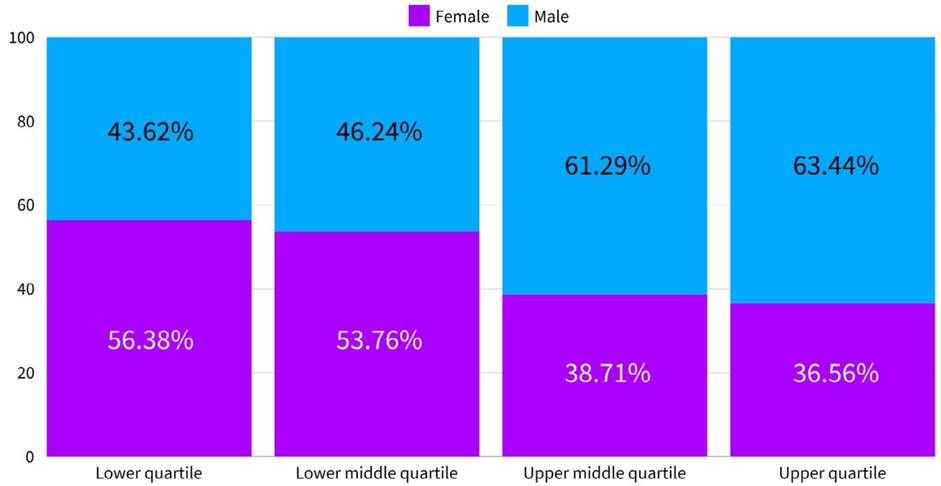
Our gender distribution

Our gender pay gap is driven by how men and women are distributed across our workforce. Put simply, this means that, on 5 April 2024, we had more women in the lower pay bands and more men in the higher pay bands.

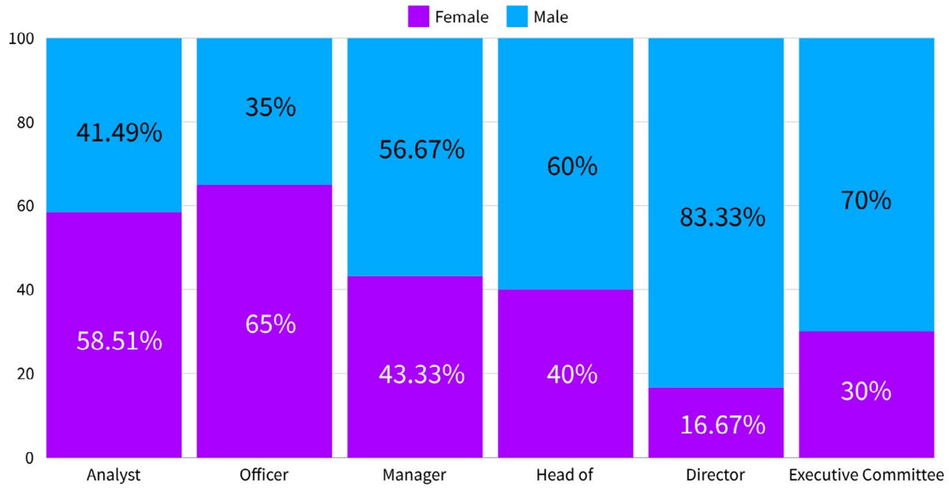
These charts show that there remains a higher proportion of male colleagues occupying senior roles across our organisation, despite an increase in female representation in senior roles over the reporting period.

Page 7 of this report provides an update on all the actions we are taking to help drive the necessary change to improve.

Gender distribution by quartiles



Gender distribution by job families



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How we benchmark

The gender pay gap has been declining slowly over time in the UK having fallen by approximately a quarter among full-time employees in the last decade. The pay gap varies by sector and the highest pay gap is in finance and insurance. Even in female dominated sectors like education the pay gap is 21.3%.

Within the financial services sector, women are still earning 27% less per hour than men on average. The mean gender pay gap in financial services is 28%, twice the national average.

These statistics highlight the need for continued efforts to address pay disparities and promote gender equality within the financial services industry.

	Gender pay gap median	Gender pay gap mean
Pay.UK	16.96%	17.08%
Private sector	18.9%	15.6%
All industries and services	14.3%	13.2%
Financial and insurance activities	27.9%	24.7%
Financial services activities, except insurance and pension funding	34.3%	25.4%

Pay.UK benchmarks favourably against our financial services and private sector counterparts. We recognise we still have more work to do in order to reduce our gaps and we remain focused on key initiatives which aim to achieve this.

Source: Office for National Statistics, ONS, 2023

Our on-going actions

We continue to identify and implement actions which, together, make a positive contribution in reducing our gender pay gap and help us identify potential barriers for female colleagues progressing their careers. We are:

Conducting regular and comprehensive pay audits.

This identifies and addresses disparities, ensuring transparency in reporting pay gaps and progress towards closing them.

Rolling out an inclusive writing platform.

This ensures inclusive job descriptions, advertisements and employer branding content which helps attract female candidates.

Providing mentorship and specific sponsorship programme.

This supports women's career advancement.

Regularly reviewing pay scales.

This ensures they reflect market rates and eliminate biases.

Enhancing parental leave and carers leave policies.

This encourages increased utilisation and equity.

Delivering active bystander training for all colleagues.

This continues to break down barriers and unconscious bias.

Promoting flexible working arrangements.

This encourages flexible working and hybrid options to support work-life balance.

Continuously supporting our menopause network.

This helps support and educate colleagues.

Voluntarily adopting the FCA diversity targets.

This signals our ongoing commitment to achieve gender balance.

Useful definitions

Equal pay

Under equal pay, there should be no difference in salaries for a man and woman working for the same employer and undertaking equal work. Equal work is defined as the same work rated as equivalent under a job evaluation scheme, or work of equal value.

Gender pay gap

A gender pay gap (mean or median) can be referred to as “structural inequality” rather than pay inequality. It is the difference between the hourly rate of female and male colleagues, expressed as a percentage of male pay.

Gender bonus gap

A gender bonus gap (mean or median) is the difference between the bonus paid to male colleagues and that paid to female colleagues. This is expressed as a percentage of the bonus paid to male colleagues.

Mean

A mean average is calculated by adding up the salaries of all relevant colleagues and dividing the figure by the number of colleagues. The mean gender pay gap is a calculation based on the difference between the mean female pay and the mean male pay.

Median

The median is the figure that falls in the middle of a range when the salaries of all relevant colleagues are lined up from smallest to largest. The median gender pay gap is a calculation based on the difference between the colleagues in the middle range of male salaries and the colleagues in the middle range of female salaries.

Snapshot date

Gender pay gap calculations are based on payroll data drawn from a specific date each year, called the snapshot date. For private sector employers the snapshot date is 5 April each year.

Declaration

I confirm that the information and data reported are accurate and in line with the UK Government’s Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Sherree Schaefer
Chief Culture & People Officer, Pay.UK

If you'd like to find out more . . .

Please contact AskPeople@wearepay.uk

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