

A - Day Consultants Ltd

Gender Pay Gap Report and Data 2020

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The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private sector employers with 250 + workers to publish a range of data. The Gender Pay Gap is the difference between the average earnings of male and females, who could be engaged in very different roles.

Women's hourly rate is:

15.3% lower (mean) 21.2% lower (median)

Women's bonus pay is:

51.4% lower (mean) 61.1% lower (median)

Who received bonus pay:

24.5% of men 11.5% of women

Pay Quartiles

	Female	Male
Upper quartile	63.6%	36.4%
Upper middle quartile	77.8%	22.2%
Lower middle quartile	80.5%	19.5%
Lower quartile	73.2%	26.8%