

## GENDER PAY GAP REPORTING 05/04/2024

All private and public organisations in the UK with more than 250 employees are now required to report on their “Gender Pay Gap” (GPG). The GPG shows the difference between the average (mean or median) earnings of men and women, expressed as a percentage of men’s earnings. The regulations require the following specific calculations to be made:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile band

### James Hall and Company mean and median pay gaps.

Hourly Rate Gaps	Percentage Difference
Mean	20.0%
Median	6.8%

### James Hall and Company bonus pay gaps.

Bonus Gaps	Percentage Difference
Mean	41.2%
Median	2.4%

Bonus Proportions	Proportion Receiving a bonus
Male	66.0%
Female	68.0%

### James Hall quartile bands.

The quartile bands rank all employees by their hourly rates of pay and divides them into four equal groups showing the proportion of male and female employees falling into each group.

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	34.6%	21.2%	38.5%	69.4%
Female	65.4%	78.8%	61.5%	30.6%

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