

Gender Pay Gap Report

Summary

This paper summarises the results of the gender pay gap assessment carried out using snapshot data as at 5th April 2019 for the GOC.

Our results show small median and mean pay gaps favouring males but well within industry norms and a small weighting in favour of males in the top quartile

Background

In February 2017, the Government [introduced a requirement](#) for companies with more than 250 employees to publish the following calculations, as at 5 April each year, to show the size of the pay gap between their male and female employees:

1. Mean gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each pay quartile

The GOC employs less than 250 employees and so we are not required to publish our gender pay gap data. However, as part of our commitment to equality, diversity and inclusion (EDI) we have chosen to publish our data on an annual basis.

The data as at 5 April 2020 is being compiled and will be published before the deadline of 4 April 2021.

Gender Pay Gap versus Equal Pay

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. In some cases, the gender pay gap may include unlawful inequality in pay but this is not necessarily the case.

Gender Pay Gap Figures – as at 5 April 2019

1. Mean Gender Pay Gap – on average males earn **3.4%** higher hourly rate than women.
2. Median Gender Pay Gap – on average males median pay is **6.0%** higher than females.
3. Bonuses – we do not pay bonuses so there is no mean or median bonus gap.
4. Proportion of males and females in each of the four [pay quartiles](#):

	Male	Female
Lower Quartile	32 %	68%
Lower Middle Quartile	36%	64%
Upper Middle Quartile	36%	64%
Upper Quartile	43%	57%
All staff	37%	63%

Our mean and median figures are significantly better than the national averages and those for Non-Profit Bodies (see appendix 1).

The median and mean figures are not greatly divergent. This suggests that the dataset is not skewed by very low earners (where the mean is far below the median) and/or by a group of very high earners (where the mean is way above the median).

Based on this profile, the Chartered Institute of Personnel and Development advises that an employer can be reasonably certain that employees, male and female, are being paid within the same income range.

The only figure which appears concerning at first glance is the lower proportion of females in the top quartile (57% female vs overall staff proportion of 63%). The impact of the small size of our population is important to note. As each person represents nearly 5% in this quartile, if one male were replaced with a female, the proportion would be in line with the overall gender proportions.

The GOC is committed to continually improving in this area by reviewing salary data on a regular basis to ensure that staff are paid appropriately and taking any necessary actions if not.

Further Initiatives

There are a number of ongoing initiatives to ensure that we pay colleagues appropriately and do not differentiate on gender, race or any other protected characteristic including:

- Continuing to review our recruitment processes to promote fairer hiring practices;
- Reviewing family friendly and flexible working policies;
- Establishing networks across the organisation to support diversity and inclusion, including Women's; Black, Asian and Minority Ethnic (BAME); Lesbian, Gay, Bisexual, Transgender, Queer+ (LGBTQ+) and Disability networks.
- Developing an EDI training and education programme for all staff.

APPENDIX 1 – Comparison Data 2019

Employer	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
GOC	<250	3.4	6	68	64	64	57	0	0	0	0
National Average		16.2	17.3								
Non-Profit Body		18.4	21.9								

Statistics from [Office for National Statistics](#)