



# **GENDER PAY GAP REPORT**

**2023 / 2024**

# Gender Pay Gap Report

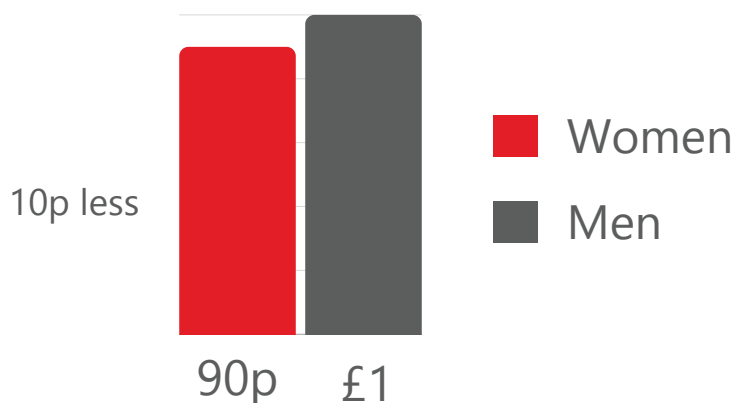
The UK Government requires all companies with 250 or more employees to publish details of their gender pay and bonus gap. These figures are based on a snapshot of the organisation taken at 5 April each year. On 5 April 2023 Ganymede had more than 250 employees and therefore we are required to report our gender pay gap.

The “gender pay gap” is the difference between the average hourly rate of pay between male employees and female employees. This is shown as a percentage of the average hourly pay of the male employees. It is important to note that gender pay is not the same as equal pay. Equal pay is about men and women receiving equal pay for carrying out the same or similar roles or ‘work of equal value’.

Below is Ganymede’s Gender Pay Gap for 2023/24:

## Hourly Pay Gap

Women earn 90p for every £1 that men earn when comparing median hourly pay, which means our median hourly pay for women is 10% lower than men’s.



When comparing mean (average) hourly pay, women’s mean hourly pay is 11% lower than men’s.

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## Proportion of Women in each Pay Quartile

### Upper hourly pay quartile (highest paid)

8%



### Upper middle hourly pay quartile

4%



### Lower middle hourly pay quartile

7%



### Lower hourly pay quartile (lowest paid)

12%



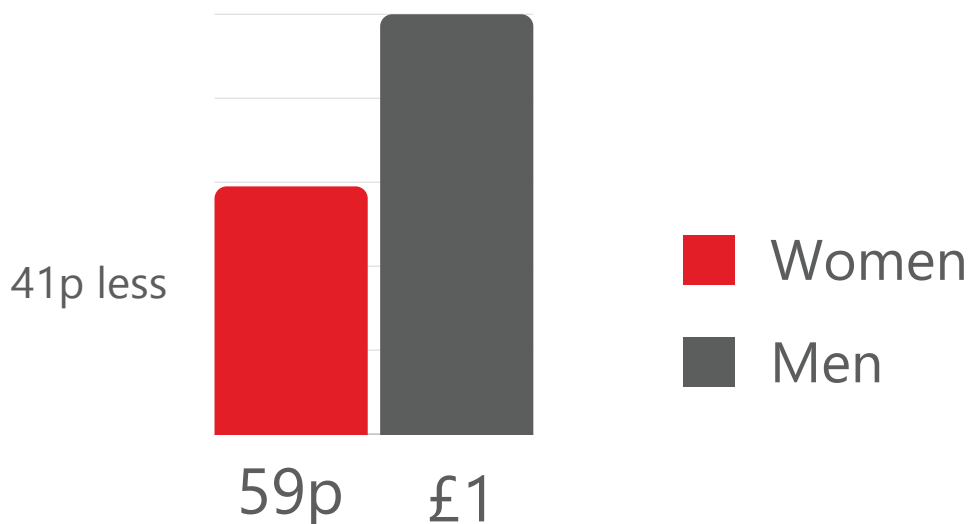
 Women

 Men

# Gender Pay Gap Report

## Bonus Pay Gap

Women earn 59p for every £1 that men earn when comparing median bonus pay, which means our median bonus pay for women is 41% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 33% lower than men's.

## Who received bonus pay:

27% of women

8% of men

Here is a [link](#) to our Gender Pay Gap Report 2023/24.