



GENDER PAY GAP REPORT

2020/ 2021

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 2020 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'.

Hourly Pay Gap

Women earn 94p for every £1 that men earn when comparing median hourly pay, which means our median hourly pay for women is 6% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 7% lower than men's.

Gender Pay Gap Report

Proportion of Women in each Pay Quartile

Women occupy 14% of the highest paid jobs and 16% of the lowest paid jobs.

Upper hourly pay quartile (highest paid)

14%



Upper middle hourly pay quartile

25%



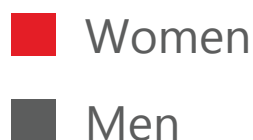
Lower middle hourly pay quartile

32%



Lower hourly pay quartile (lowest paid)

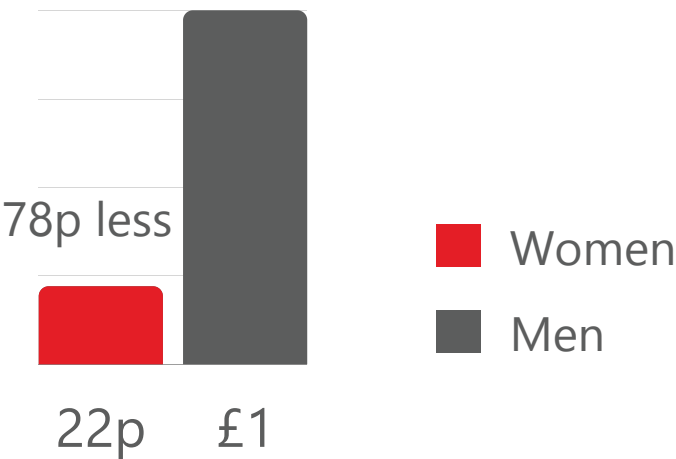
16%



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Bonus Pay Gap

Women earn 22p for every £1 that men earn when comparing median bonus pay, which means our median bonus pay for women is 78% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 55% lower than men's.

Who received bonus pay:

