

# AEUK's Gender Pay Gap

## Mean and Median Gender Pay Gap



The **mean gender pay gap** of 16.3% represents that, based on a mathematical average, women are paid 16.3% less than men, or that for every £1 men earn, women earn 83.7p.

The **median gender pay gap** shows that when the hourly rates of all men and women are sorted in ascending order, the hourly rates of men are 18.7% higher.

## Proportion of Men and Women Receiving a Bonus



These figures reflect the relative proportions of men and women receiving a bonus in the preceding 12 months of the snapshot date.

## Mean and Median Bonus Gender Pay Gap



The **mean bonus gender pay gap** for this reporting period shows that, on average, women are paid 22.0% less bonus than men in the company.

The **median bonus gender pay gap** shows that when the bonus payments of all men and women are sorted in ascending order, men's bonus payments are 9.1% higher.

AEUK have fewer women in the upper quartile in which higher bonuses are paid.

## Proportion of Men and Women in Each Quartile



On 5th April 2022, AEUK had 495 full-pay relevant employees, of which 385 (77.8%) were men and 110 (22.2%) were women.

All employees were ranked by the hourly pay rate from lowest to highest, and divided into quartiles of 124 employees each with the exception of the lower-middle quartile which included 123 employees.

We confirm that the data reported is accurate as of the snapshot date 5 April 2022



Claire Evans, Chief Financial Officer



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