

**January 2025**

**What is the Gender Pay Gap?**

It is a legal requirement for all relevant employers to publish their gender pay report.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men’s earnings e.g. women earn 15% less than men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

**What does this mean for CHoICE?**

The report has shown a difference in pay between male and female staff overall. It is important to remember that gender pay gap reporting is different to equal pay as it shows the difference in the average pay between all men and all women in the workforce – not those with comparable roles. In CHoICE, men and women in the same job are on the same pay-scale.

Our Gender Pay Gap data has continuously improved since 2018. Whilst our median gender pay gap rose slightly in 2023, since last year both the median and mean gender pay gap % rates have improved almost year on year.

We will study the data and continue to develop and execute an action plan to address areas of development within the Company and to further promote equality and inclusivity in our culture.

Hourly Rate

Women’s hourly rate is:

* 11.20% lower than men’s (mean average) [previous year = 15.30%]
* 9.07% lower than men’s (median average) [previous year = 10.36%]

Bonus Rate

CHoICE operates a Company performance- related Bonus Pay scheme.

* Women’s mean bonus gender pay gap is 44.7% lower than men’s [\*\*]
* Women’s median bonus gender pay gap is 44.7% lower than men’s
* The proportion of men receiving a bonus payment is 0.46%
* The proportion of women receiving a bonus payment is 0.17%

*[\*\*] bonus is paid pro-rata to WTE, rates of bonus are essentially the same*

Pay Quartiles

The proportion of men and women in each pay quartile is shown in the table below:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Quartile | Female | Male | Female % | Male % |
| 1 | 185 | 75 | 71.15 | 28.84 |
| 2 | 161 | 100 | 61.68 | 38.31 |
| 3 | 151  | 110  | 57.85 | 42.14 |
| 4 | 105  | 156 | 40.23 | 59.77 |