

# Gender Pay Gap Report

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GTA Travel  
Data Snapshot: 5<sup>th</sup> April 2017



# Pay and Bonus Gender Gap



|              | Mean  | Median |
|--------------|-------|--------|
| <b>Pay</b>   | 25.8% | 27.3%  |
| <b>Bonus</b> | 32.1% | 20.8%  |

*These figures show the % figure that women are paid compared to men*

The pay and bonus gender gap is a government metric intended to measure the difference in pay between men and women, on a median and mean basis, for both salary and bonuses.

A positive figure reflects that women are paid less than men, and a negative figure the reverse.

For example, if the figure given were 15% this would mean that a woman earns 15% less than a man – in other words, if a man was paid 100 pounds to do a job then a woman would be paid only 85 pounds.

A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

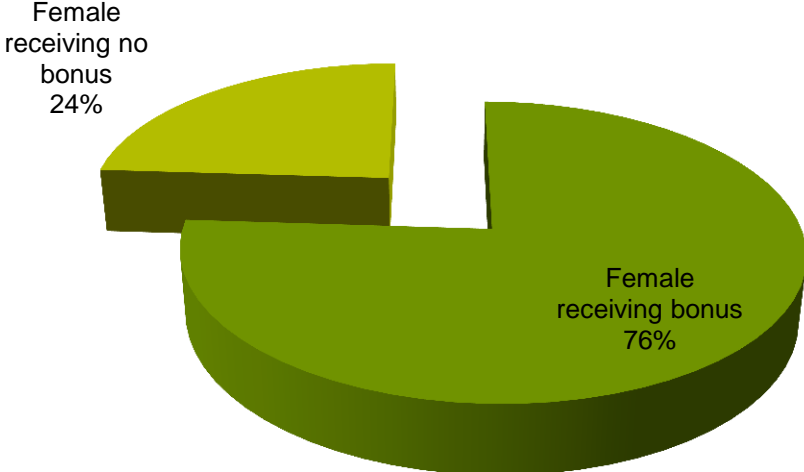
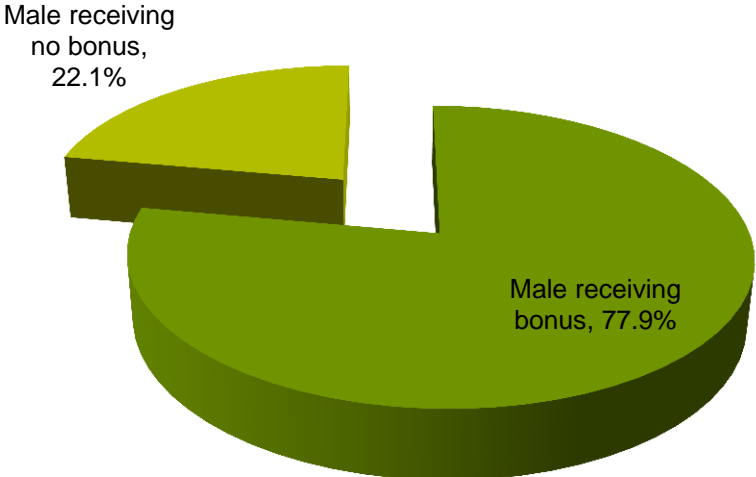
A **median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap:

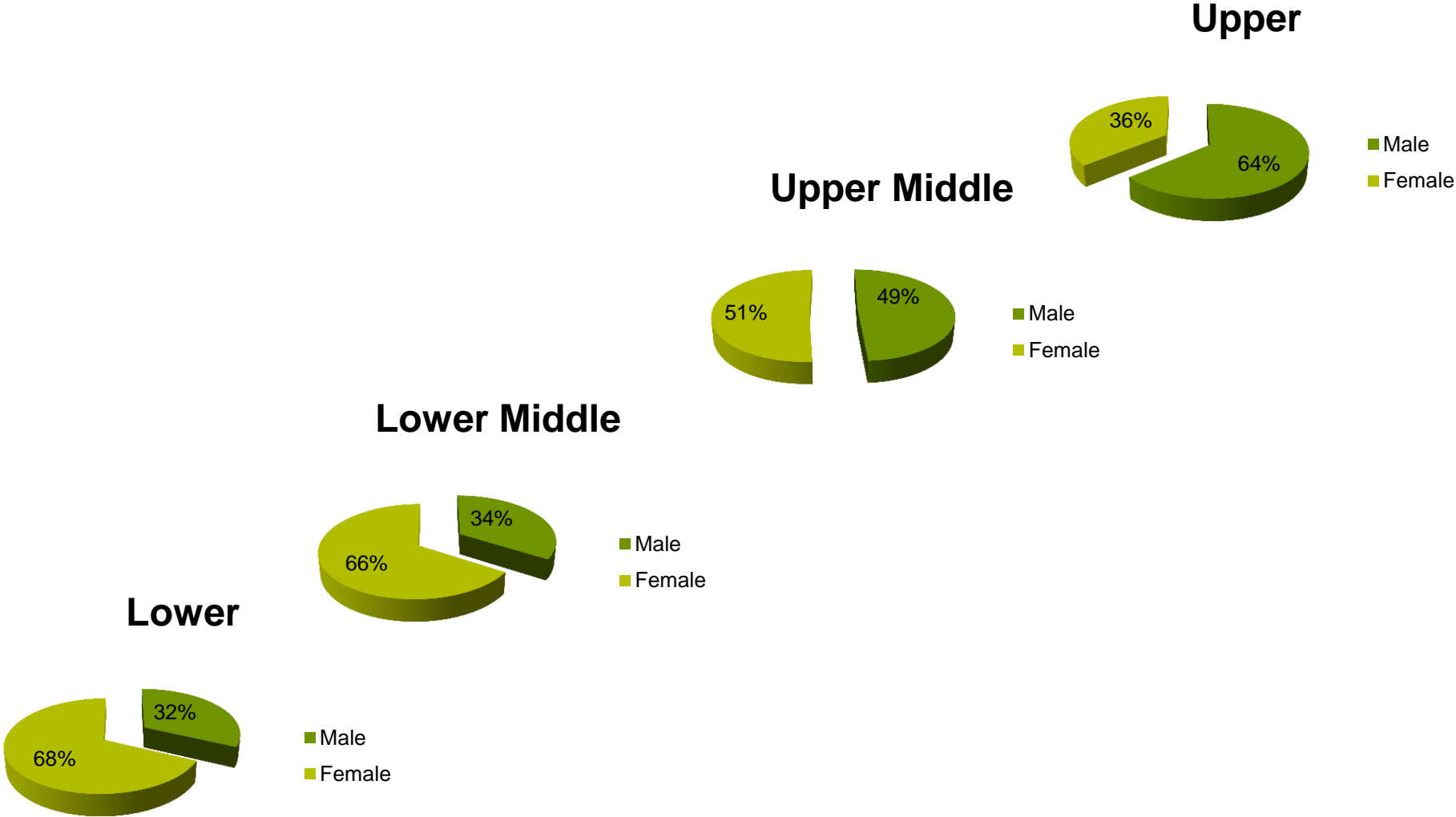
**Mean averages** are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer.

**Median averages** are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses.

# Proportion of Staff receiving a bonus payment in the period



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## Quartile Analysis



The upper quartile has a majority of male employees, whilst the upper middle quartile has an almost equal split of male and female employees. GTA is encouraged to see that half of senior managerial roles are made up of women.

## Pay Gap per Quartile



|                | Lower   | Lower Middle | Upper Middle | Upper  |
|----------------|---------|--------------|--------------|--------|
| Mean Pay Gap   | 1.21%   | 4.07%        | -1.79%       | 2.20%  |
| Median Pay Gap | -13.08% | 3.87%        | -1.48%       | -4.99% |

A **positive** percentage figure reveals that typically or overall, female employees have lower pay or bonuses than male employees.

A **negative** percentage figure reveals that typically or overall, male employees have lower pay or bonuses than female employees.

Staff at GTA are assigned a Grade based upon the role performed. Grades 1 to 12 are in operation across the globe and cross functional boundaries.

More than **96%** of staff fall within the G05 to G10 bracket.



## Pay Gap per Grade



|                | G05    | G06    | G07    | G08     | G09     | G10    |
|----------------|--------|--------|--------|---------|---------|--------|
| Mean Pay Gap   | 0.24%  | 10.69% | 13.37% | 9.44%   | 1.24%   | -4.70% |
| Mean Bonus Gap | 11.49% | -3.99% | 38.80% | -16.39% | -67.15% | 22.57% |

A **positive** percentage figure reveals that typically or overall, female employees have lower pay or bonuses than male employees.

A **negative** percentage figure reveals that typically or overall, male employees have lower pay or bonuses than female employees.

Because common grades are used across all functions, the gaps reflected above cannot take into consideration the differing levels of pay across specific functional areas. Pay by function will differ significantly.