

Gender pay gap report 2023

We are committed to the fair treatment and reward of all our employees. As of April 2023, the GPhC employed 269 employees and so, for the first time, we are required to publish our gender pay gap data.

What is the gender pay gap?

The gender pay gap measures the gap between the average pay for women against the average pay for men.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The information below relates to salary payments- the GPhC does not operate a bonus scheme and for this reason, we do not have any figures to report about bonus payments.

Analysis of our data for April 2023 shows a mean gender pay gap of 12% and a median gender pay gap of 13%, in favour of men.

Pay quartile percentages

The graph below shows the percentage of male and female staff in quartile pay bands, where the hourly pay for both men and women is arranged from the lowest to the highest, and then divided as evenly as possible into four sections, or quartiles.

Figure 1: Percentages of male and female staff in quartile pay bands

