

Gender Pay Gap Report 2017

1. Introduction

- 1.1. We are committed to the fair treatment and reward of all our employees.
- 1.2. All employers with 250 or more employees are now required to publish their gender pay gap data every year under new legislation that came into force in April 2017.
- 1.3. The GPhC employs less than 250 employees and so we are not required to publish our gender pay gap data. However, as part of our commitment to transparency and to equality, diversity and inclusion, we have decided to voluntarily publish our data on an annual basis. Given our small numbers (there were 225 employees in April 2017) we must be careful in relation to drawing any conclusions on our statistics.
- 1.4. 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.

2. Summary

- 2.1. Analysis of our data for 31 March 2017 has shown a mean gender pay gap of 14.2% and a median gender pay gap of 16.5%, in favour of men.

Gender pay gap



- 2.2. There are likely to be a number of reasons for this pay gap, including the proportion of women and men at different grades.

- 2.3. For the GPhC, both the mean and the median are not greatly divergent. This suggests that the dataset is not skewed by very low earners (where the mean is far below the median) and/or by a group of very high earners (where the mean is way above the median).
- 2.4. Based on this profile, the CIPD advises that an employer “can be reasonably certain that employees, male and female, are being paid within the same income range”¹. This assessment is supported by the narrower difference between male and female pay in the composition of the upper quartile field (see below). This difference is significantly smaller than in the other quartiles reported upon.
- 2.5. The GPhC does not pay bonuses and so cannot report on this element.

3. Next steps

- 3.1. We are committed to tackling the gender pay gap identified through this analysis. We are taking forward several actions to help make sure that all colleagues receive fair treatment and rewards, including:
 - undertaking a systematic review of pay and reward in 2018/19
 - updating and implementing new guidance on starting salaries, promotion pay and decisions on individual pay awards
 - introducing a new approach to recruitment, focused on attracting a diverse range of talent
 - supporting career progression with revised performance development review processes which include career advancement discussions.

¹ https://www.cipd.co.uk/Images/gender-pay-gap-reporting_2017-revised_tcm18-19647.pdf pp45-47; last accessed 5/4/18

Appendix: GPhC pay quartiles percentages (% of relevant employees in each band)

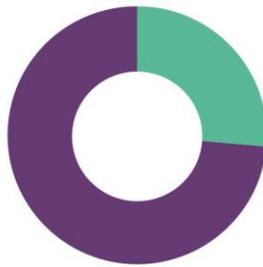
The percentage of males and females in quartile bands

Lowest paid quartile¹



● Male: 28.8%
● Female: 71.2%

Lower middle quartile²



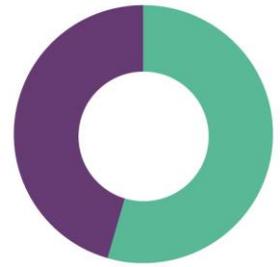
● Male: 26.4%
● Female: 73.6%

Higher middle quartile³



● Male: 32.1%
● Female: 67.9%

Highest paid quartile⁴



● Male: 54.7%
● Female: 45.3%

¹ Includes all employees whose standard hourly rate places them at or below the lower quartile

² Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

³ Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

⁴ Includes all employees whose standard hourly rate places them above the upper quartile