

HIX

HIX Gender Pay Gap Report 2017

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.



This is not the same as equal pay as it reflects the fact different proportions of men and women work at different levels of the organisation.



Out of the total workforce 35% are women with the breakdown by quartile below.

Although we have more men than women employed at Hix, we have higher average mean hourly pay and bonus rates for women across the group.

Population by quartiles

Quartiles show the percentage of men and women within each equal sized pay group across the company.

Women		Men
45.2%	Upper	54.8%
39.7%	Upper Middle	60.3%
22.2%	Lower Middle	77.8%
32.3%	Lower	67.7%

Results

Mean hourly rate

The Mean hourly pay gap represents the difference in average hourly pay between men and women.

The mean pay for women is 15.2% higher than for men.

Median hourly rate

The Median hourly pay gap represents the difference in hourly pay between the middle man and the middle women in the workforce.

The median pay for women is 8.3% higher than for men.

Mean bonus payment

The Mean Bonus pay gap represents the difference in the average bonus paid to men and women.

The mean bonus for women is 101.0% higher than for men.

Median bonus payment

The Median bonus pay gap represents the difference in bonus pay between the middle man and the middle women in a workforces population.

The median bonus for men is 13.5% higher than for woman.

Proportion of men and women paid a bonus

Men 13.5%

Women 9.5%



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