

## Difference in hourly rate

### ► About mean and median

The mean hourly rate is the average hourly wage across the entire organization so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Women's mean hourly rate is 0.5 higher than men's

*In other words when comparing mean hourly rates, women earn £1.01 for every £1 that men earn.*

Women's median hourly rate is 7.6% lower than men's

*In other words when comparing median hourly rates, women earn 92p for every £1 that men earn.*

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## Proportion of women in each pay quartile

### ► About quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Top quartile (highest paid)

**14.2% of the top quartile are women**

Upper middle quartile

**7.1% of the upper middle quartile are women**

Lower middle quartile

**6.5% of the lower middle quartile are women**

Lower quartile (lowest paid)

**19% of the lower quartile are women**

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## Who received bonus pay

No bonuses were paid

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I confirm the data in this report is correct as a snapshot date 5<sup>th</sup> April 2020.



Alan Poulton, CEO, Russell Group