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# Mandatory Gender Pay Gap Reporting

## 30 September 2018 update

286

Companies disclosed to date (2018/19)

193

Companies that have made their second disclosure

### Disclosures so far in 2018/2019

Based on the companies disclosed so far, the mean pay and bonus pay gaps appear to be slightly lower in the second year of reporting compared to the first.

Around half of companies making their second disclosure have seen a reduction in their gender pay gap but nearly a third have seen an increase in their gaps.

With the first year of gender pay reporting now behind us a number of organisations are starting to disclose their year two numbers.

Those who have already seen an improvement in their numbers since April 2017 may wish to report a positive movement as soon as possible. Publishing ahead of the pack can also signal to employees and externally that the organisation is genuinely committed to gender diversity and it's not simply a tick-box compliance exercise.

Companies who expect that their gender pay gap to improve little (or even worsen) have some particular communication challenges and will need to plan early for how they message this.

In our experience, transparency is the best way forward – engage leadership and employees to explain the rationale for the numbers and be clear about the actions that are being taken to narrow the gap.

Find out more at:

<http://www.pwc.co.uk/genderpay>



## Shining a spotlight on a selection of best practice in the market:

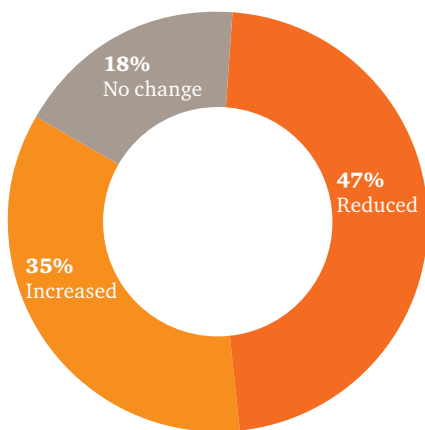
**BBC:** The BBC's median gender pay gap has fallen by nearly a fifth in the last year, to 7.6%. Their mean pay gap is 8.4%, down 2.3% on last year. Their focus will be on establishment of clear, consistent frameworks for pay and careers; proactively going through salaries in every part of the organisation; doing more to celebrate role models and create and nurture more; and the creation of a programme for high potential women in News.

**Hitachi Rail:** Hitachi Rail has a mean gender pay gap in hourly pay of 0.87% higher for women, and a median gender pay gap in hourly pay of 0.59% higher for women. Their focus will continue to

be on improving recruitment practices; addressing Unconscious Bias; ensuring policies are best practice; and an employee survey for employees to share opinions about working for the company. Responses steer the business to focus on areas for improvement.

**Virgin Money:** In April 2016 the mean pay gap was 36%, in April 2017 it had decreased to 32.5% and in April 2018 it was down to 29.7%. Their focus will be to continue to improve the attraction and retention of men in customer facing roles and continue to focus on the hiring and progression of women into senior roles, alongside removal of barriers to fair progression.

### Change in mean pay gap

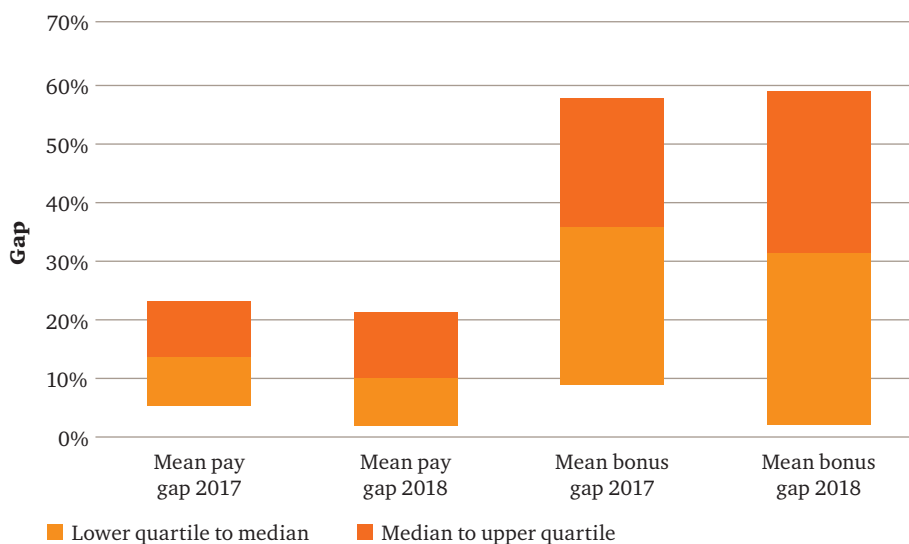


### Reporting – Year 2

So far 286 companies have disclosed their gender pay figures based on data at April 2018.

For 193 of these companies, this is the second disclosure they have reported under the gender pay gap reporting regulations.

### Mean pay and bonus gaps so far



\* Bonus analysis excludes companies where either no men or no women received a bonus and therefore it is not possible to calculate a bonus gap.

### Want to know more

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