

GAMBLING COMMISSION

OUR 2017 GENDER PAY GAP REPORT

Our results

Our mean gender pay gap is 7.0% and our median gender pay gap is 7.4%. These pay gaps are lower than for many organisations in the public sector and broadly in line with the regulatory industry. Our pay gaps are also below organisations with a similar financial turnover or a comparable number of employees. We recognise that any pay gap indicates room for improvement, in our case by achieving a better balance between women and men in senior roles.

Pay & Bonus Gap

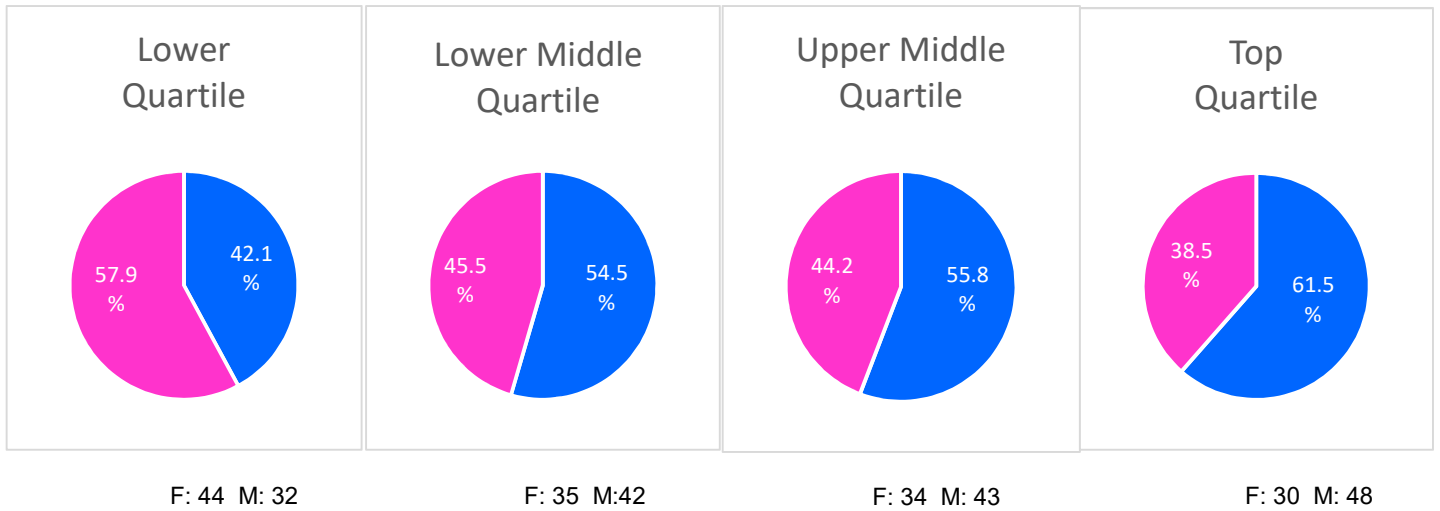
Difference between men and women

	Mean	Median
Hourly paid	7.0%	7.4%
Bonus paid	1.3%	1.4%

- The mean hourly rate for women is £18.46
- The mean hourly rate for men is £19.85

The table on the next page shows our overall mean and median hourly gender pay gap and bonus pay gap as at the snapshot date i.e. 31 March 2017 (pay) and in the 12 month reference period to 31 March 2017 (bonus).

Pay Quartiles



The above images illustrate the gender distribution at the Gambling Commission across four equally sized quartiles (approximately 77 colleagues in each).

Proportion of colleagues receiving a bonus in 2016

