



Gender Pay Gap Report

Donvand UK Limited
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www.hotelbeds.com

Core Data Reporting Slides



	Mean	Median
Pay	37.2%	35.4%
Bonus	52.1%	57.7%

These figures show the % figure that women are paid compared to men

The pay and bonus gender gap is a government metric intended to measure the difference in pay between men and women, on a median and mean basis, for both salary and bonuses.

A positive figure reflects that women are paid less than men, and a negative figure the reverse.

For example, if the figure given were 15% this would mean that a woman earns 15% less than a man – in other words, if a man was paid 100 pounds to do a job then a woman would be paid only 85 pounds.

A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

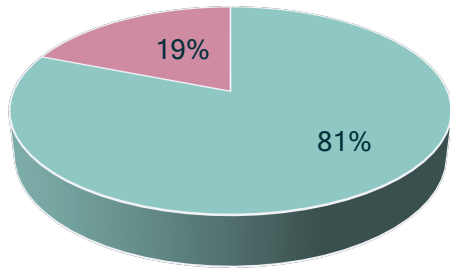
A **median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap:

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer.

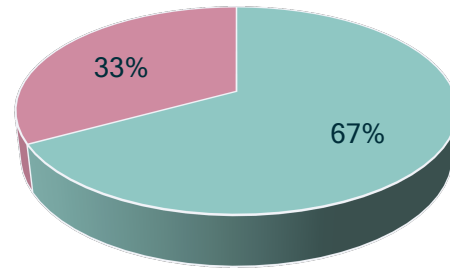
Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses.

Male



- Male receiving bonus, 81%
- Male receiving no bonus, 19%

Female



- Female receiving bonus, 67%
- Female receiving no bonus, 33%

