

Gender Pay Gap Report

As an employer of more than 250 staff, IrvinGQ has undertaken Gender Pay Gap Reporting as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation.

We ensure that men and women are paid fairly and equally for the same or similar roles. Our data shows that our gender pay gap does not stem from paying men and women differently for the same work, rather the gender pay gap is the result of the different roles in which men and women work within the organisation.

To address the pay gap that we see in the data below we are developing a Diversity, Inclusivity & Equity strategy. This will look to address all areas of diversity through a combination of changing our recruitment process and improving the mix of gender diversity at all levels within the organisation.

Pay Information

Difference in mean pay is 36.0%

Difference in median pay is 32.7%

Bonus Payments

Proportion receiving a Bonus payment

Male

100.0%

Female

98.3%

Difference in mean bonus is 78.0%

Difference in median bonus is 0.0%

Pay Quartiles

Bottom Quartile

Male

15.4%

Female

84.6%

2nd Quartile

58.5%

41.5%

3rd Quartile

70.8%

29.2%

Top Quartile

83.1%

16.9%

The data contained in this gender pay gap report is calculated based on a snapshot of our UK payroll employees on 5th April 2022.

I confirm the information published above is accurate.



Jon Powell
President