

Pay gap report 2024

We are committed to the fair treatment and reward of all our employees. As of April 2024, the GPhC employed 289 employees. Our employee headcount increased since the last reporting period to 269.

What is the 'pay gap'?

The pay gap measures the average pay between two comparators (in this case, two classes of gender, and ethnicity).

A pay gap measurement is different to 'equal pay'. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

The information below relates to salary payments. We do not operate a bonus scheme and for this reason, we do not have any figures to report about bonus payments.

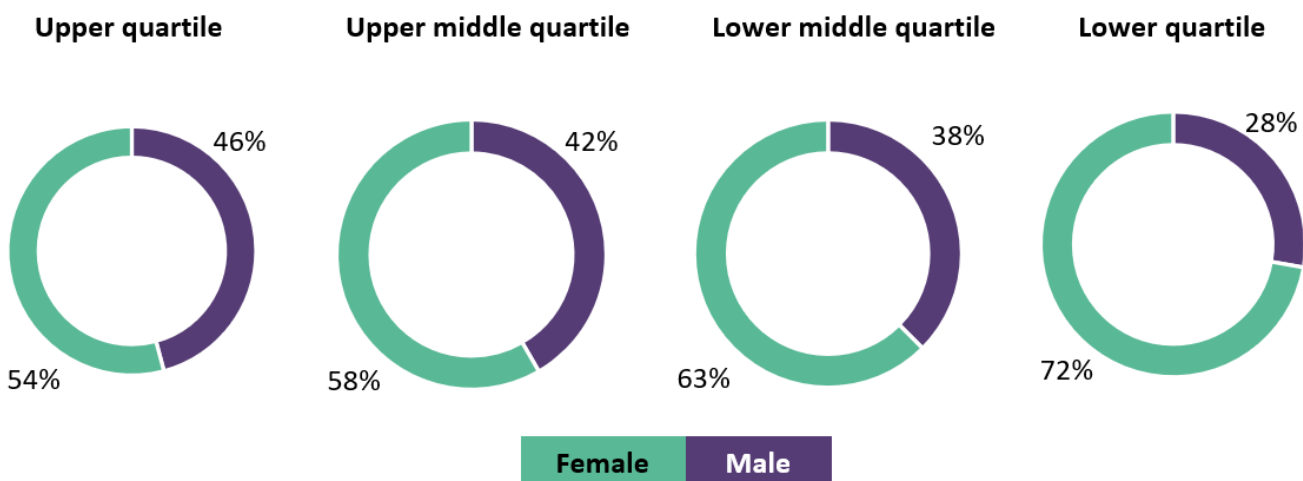
Gender pay gap

Analysis of our data for April 2024 shows a mean gender pay gap of 12% and a median gender pay gap of 11%, in favour of men. The median pay gap has therefore reduced since 2023 where we reported this as 13%.

Pay quartile percentages by gender

The graph below shows the percentage of male and female staff in quartile pay bands, where the hourly pay for both men and women is arranged from the lowest to the highest, and then divided as evenly as possible into four sections, or quartiles.

Figure 1: pay quartile percentages by gender



Ethnicity pay gap

For the purposes of this report, although the GPhC headcount was 289 as at April 2024, 11 staff members have declined to state their ethnicity therefore the ethnicity pay gap analysis was gathered from 278 staff members.

Analysis of our data for April 2024 shows a mean ethnicity pay gap of 15% and a median ethnicity pay gap of 19%, in favour of white colleagues. Both the mean and median pay gap have reduced since 2023 where we reported this as 21% and 29% respectively.

Pay quartile percentages

The graph below shows the percentage of ethnic minority and white staff members in quartile pay bands, where the hourly pay for both groups of staff members is arranged from the lowest to the highest, and then divided as evenly as possible into four sections, or quartiles.

Figure 2: pay quartile percentages by ethnicity

