

Gender Pay Gap Report



At Markerstudy we embrace diversity and equality in all areas and strive to have a workforce where everyone has the same opportunities no matter what background they come from. This includes paying a fair wage for a fair day's work to all employees.

As such, we:

- Carry out pay and benefits audits at regular intervals
- Benchmark job roles and review market data as necessary to ensure a fair structure.

The information below shows Markerstudy's mean (or average value) and median (or midpoint value) gender pay gap for basic pay and bonuses.

Basic Pay

The mean gender pay gap - The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap - The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

	Mean Calculations	Median Calculations
Difference between Men and Women	29.55%	10.50%

Bonus Pay

The mean gender bonus gap - The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

The median gender bonus gap - The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

	Mean Calculations	Median Calculations
Difference between Men and Women	-61.05%	-0.83%

The proportions of male and female employees who were paid a bonus during the same period:

Bonus Calculations	Mean
Men receiving a bonus	50.90%
Women receiving a bonus	38.20%

Pay Quartiles

Quartile pay bands - The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

	Men	Women
Upper Quartile	455	237
Middle Upper Quartile	345	347
Middle Lower Quartile	359	333
Lower Quartile	262	430

	Men	Women
Upper Quartile	65.75%	34.25%
Middle Upper Quartile	49.86%	50.14%
Middle Lower Quartile	51.88%	48.12%
Lower Quartile	37.86%	62.14%

Our gender pay gap does not stem from paying men and women differently for the same or equivalent work. We have identified a bigger differential in the upper quartile which is due to more men working at the most senior levels within the organisation which is typical of the insurance industry.

We have also considered the take up of part-time working opportunities by men and women. Our take up of flexible working arrangements in the last two years are predominantly related to child care and requested by women. We are proud of our ability to be flexible, however reduced hours attract reduced prorated bonuses which in turn affects our bonus gender gap.

We acknowledge that we have an uneven distribution of women across each quartile of the business. We will continue to encourage females to progress through the organisation to more senior levels alongside maintaining a flexible approach to working arrangements to support this. In addition, we work hard alongside our recruitment partners to bring females into senior roles in a predominantly senior male working environment.

We will continue to ensure we pay a fair day's pay for a fair day's work to all our employees.

We confirm that the data reported is accurate.



Tanya Gerrard White
Director of HR & Talent Development