

# BIMM LIMITED GENDER PAY GAP REPORT 2018

In 2017, the government introduced new legislation that made it a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap. The purpose of the gender pay gap analysis is to compare the average pay of male and female employees overall within the Institution. The legislation in place dictates the methodology we are required to use to calculate the gender pay gap and all data quoted relates to the snapshot date of 5<sup>th</sup> April 2018.

## GENDER COMPOSITION



**69%**

of our workforce are men



**31%**

of our workforce are women

## Gender Pay Gap

The mean and median gender pay gap – based on an hourly rate of basic pay of our full pay relevant employees



BIMM Mean Pay Gap **9.9%**



UK-wide Median Pay Gap\* **18.4%**



BIMM Median Pay Gap **17%**

## Pay by Quartiles – our hourly pay quartiles

The proportion of males & females in each mean hourly rate quartile pay band



**41.9%** **58.1%**

Lower  
quartile



**29.8%** **70.2%**

Lower middle  
quartile



**23.7%** **76.3%**

Upper middle  
quartile



**28.7%** **71.3%**

Top  
quartile

## Bonus Pay Gap

The mean and median bonus gender pay gap and the proportion of males and females receiving a bonus payment:



**11.1%**

Men's mean bonus pay is higher than women's



**5.7%** **5%**

% of population who received bonus pay



**0%**

Women's median bonus pay is equal to men's