



Introduction to Gender Pay Gap Reporting

Overview

Within the gender pay regulations, employers with more than 250 employees have to report on a suite of 6 mandatory tests, using data from 5/4/2017 and publish this by 4/4/2018. Within our business we will be reporting on Anschutz Sports Holding Limited (which includes employees from AEG Europe, King Street and The O2 employees) and MBNA Thames Clippers.

Suite of Mandatory Tests

Rule 1	The difference in the mean hourly rate of pay for male and female full-pay relevant employees.
Rule 2	The difference in the median hourly rate of pay for male and female full-pay relevant employees.
Rule 3	The difference in the mean bonus pay for male and female relevant employees.
Rule 4	The difference in the median bonus pay for male and female relevant employees.
Rule 5	The numbers and % of male and female employees employed in quartile pay bands lower, middle, upper middle and upper quartile expressed as a percentage of the full-pay relevant employees within that band.
Rule 6	The difference between proportions of male and female employees who were awarded bonus pay.

What is gender pay gap and how is it calculated?

If all company employees were lined up in a female line and a male line, in order of the hourly rate of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man. Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company.

This is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs.

The published results for our businesses are displayed on the AEG Careers website.

