



Fourth Gender Pay Gap

April 2022 data



What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average hourly earnings for men and women in an organisation, regardless of their roles. All UK employers with more than 250 employees are required to report their Gender Pay Gap. The data is based on calculations set by the government and is significantly influenced by the difference in the number of men and women at various levels.

Gender pay v equal pay

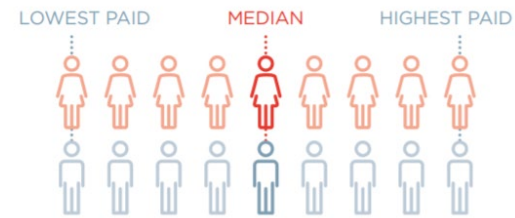
A gender pay gap shows the difference in average pay across all of the men and women in an organisation. It can be driven by the differing number of men and women across all roles. Equal pay is the right for women and men to be paid the same for the same, or equivalent, work or work of equal value. Even when pay is equal there may still be a gender pay gap.

How is the pay gap calculated?

The **Mean gender pay gap** is the percentage difference in the average pay of men and women. This is calculated by adding up all relevant payments to all women employees and dividing it by the number of women, then doing the same for the men and comparing the difference. The mean can be affected by different numbers of men and women in different roles. This is why we also report the number of men and women in different pay quartiles.

A **pay quartile** is calculated by listing the hourly pay rates for everyone in the business then dividing them into four equal sized groups. We then work out the percentage of men and women in each group.

The **median gender pay gap** is calculated by listing all male and female employees' wages from highest to lowest and comparing the number that sits in the middle for each. The difference in pay between those two individuals is the pay gap figure.



We also report the median and mean differences in bonus pay over a twelve month period, and the percentage of men and women who received a bonus.

A positive percentage shows a gap in favour of men; a negative percentage shows a gap in favour of women.

Gender Pay Gap Reporting 2022 – Official Submission

	MALE	FEMALE	GAP %	
PAY RATE*				
Mean	£31.88	£22.54	29.3%	Pay Rates reported are for Full-Pay Relevant Employees** in the Relevant Pay Period***
Median	£25.93	£19.09	26.4%	
BONUS AMOUNT				
Mean	£8,247	£3,906	52.6%	Bonus Amounts reported are for all Relevant Employees**** who received a bonus in the Relevant Bonus Period*****
Median	£1,123	£909	19.1%	
QUARTILE PAY BAND				
Lower	53%	47%		Quartile Pay Bands reported are based on Pay Rates of Full-Pay Relevant Employees in the Relevant Pay Period
Lower Middle	47%	53%		
Upper Middle	49%	51%		
Upper	78%	22%		
PAID BONUS				
Total Employees Paid	177	145		% Paid Bonus shows proportion of Relevant Employees who received a bonus in the Relevant Bonus Period
# Paid Bonus	64	61		
% Paid Bonus	36.2%	42.1%		

Summary

Fourth is pleased to be able to share the 2022 gender pay gap information.

Fourth's **mean** Gender Pay Gap has broadly stayed the same compared with 2021. The **median** gap has **decreased** from **35.9% in 2021** to **26% in 2022**. The median is lower this year because female pay has increased and there are more females in the upper middle quartile compared with the previous year.

The quartile pay has evened out and we now have a more equal split of male and females in the lower, lower middle and upper quartile for 2022. The upper middle gap has improved significantly with 51% of females in the quartile in 2022 compared with 35% in 2021.

The **mean bonus pay** gap 2022 (52.6%) has increased slightly compared with 2021 data (42%) although the **median bonus pay** gap in 2022 (19%) has **decreased** compared with 2021 data (26.9%). In 2022 there were more bonuses paid to both men and women overall.

Although we have narrowed the gap across three of the four quartiles, the upper quartile is represented by more males. We are confident our pay structure **equally rewards** men and women performing the **same roles**.

We continue to make good progress with diversity and inclusion at Fourth through a combination of our D&I committee, Women's Initiatives networking group (WING) and the People Team. Understanding our gender pay gap drives us to do more and we hope to show continued improvement in next year's submission.

Clinton Anderson, Chief Executive Officer

