GOV.UK
Gender pay gap service

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There were some important changes to enforcement of the gender pay gap reporting regulations for the 2019/20 reporting year (which used a snapshot date of either 31 March 2019 or 5 April 2019). For more information please read **this press release.**

◄ View all reports for this employer

GAP HOLDINGS LIMITED

Gender pay gap report

Add to compare

Snapshot date

5 April 2018

Employer size

1000 to 4999 employees

Person responsible

Catriona Dunning
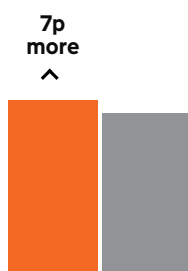(Head of Human Resources)

Potential causes of the gender pay gap

How can employers close the gap

What this employer says about their gender pay gap

Hourly wages pay gap

In this organisation, **women earn £1.07** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **7.1% higher** than men's.

Women   Men

7p
more
∧

When comparing mean hourly wages, women's mean hourly wage is **2.3% higher** than men's.

▶ About mean and median

Proportion of women in each pay quarter

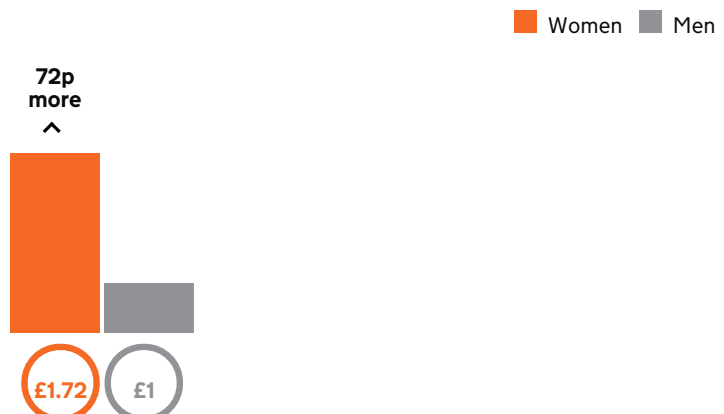In this organisation, women occupy **21%** of the highest paid jobs and **10%** of the lowest paid jobs.

 Women Men

Top quarter (highest paid)

21% **79%**

Upper middle quarter

17% **83%**

Lower middle quarter

14% **86%**

Lower quarter (lowest paid)

10% **90%**

▶ About pay quarters

Bonus pay gap

In this organisation, **women earn £1.72** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **72.4% higher** than men's.

 Women Men

72p more

£1.72 **£1**

When comparing mean bonus pay, women's mean bonus pay is **7.9% lower** than men's.

Who received bonus pay

78% of women.

78% of men.

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Gender pay gap service survey