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

ROYAL MAIL GROUP LIMITED

Gender pay gap report

Add to compare

Snapshot date
5 April 2019

Employer size
20,000 or more employees

Person responsible
Rico Back
(Chief Executive Officer)

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 96p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 3.5% lower than men’s.
When comparing mean hourly wages, women’s mean hourly wage is 2.1% lower than men’s.

Proportion of women in each pay quarter
In this organisation, women occupy 14% of the highest paid jobs and 23% of the lowest paid jobs.

<table>
<thead>
<tr>
<th>Pay Quarter</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top quarter (highest paid)</td>
<td>14%</td>
<td>86%</td>
</tr>
<tr>
<td>Upper middle quarter</td>
<td>18%</td>
<td>82%</td>
</tr>
<tr>
<td>Lower middle quarter</td>
<td>18%</td>
<td>82%</td>
</tr>
<tr>
<td>Lower quarter (lowest paid)</td>
<td>23%</td>
<td>77%</td>
</tr>
</tbody>
</table>

Bonus pay gap
In this organisation, women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men’s.

About mean and median

About pay quarters
When comparing mean bonus pay, women’s mean bonus pay is **24.6% higher** than men’s.

**Who received bonus pay**

93.9% of women.

97.1% of men.

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