



GENDER PAY GAP
REPORT

2023/24 REPORT

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Overview



What is the gender pay gap?

In the UK, the government requires public, private and voluntary sector organisations with 250 or more employees to report on their gender pay gaps annually. In 2023 Hub Box employed 250 or more employees for the first time.

The reports show the difference between the average earnings of men and women expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Overview continued

Employers must report six different measures, based on a snapshot of pay data on a date (5 April) set out by the Government Equalities Office:

1. **Mean gender pay gap** - the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. **Median gender pay gap** - the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. **Mean bonus gap** - the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4. **Bonus proportions** - the proportions of male and female relevant employees who were paid bonus pay during the relevant period
5. **Median bonus gap** - the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
6. **Quartile pay bands** - the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Headlines about the gender pay gap focus on the median figure, this ignores extremes and is therefore thought to be the most representative measure. But it's important to report all of these measures. Each one tells you something different about the underlying causes of the gender pay gap and each one can mask issues that another may highlight.

Suppose there's a big difference between an organisation's mean and median pay gap. In that case, this tells us the dataset is skewed - either by very low earners (making the mean lower than the median) or by a group of very high earners (making the mean higher than the median).

Taking a 'snapshot' of this data on a set date, as required by regulation, creates a level playing field for all reporting organisation's. But it masks the fluidity of gender pay gaps, which can fluctuate from month to month and across pay quartiles depending on changes to headcount.



Overview continued

At Hub Box, we use the calculations set out by the government to generate the pay gap figures. The gender pay gap is not to be confused with equal pay. Equal pay is about how much employees are paid for doing the same or similar work that's considered of equal value and it has been a legal requirement since 2010. We pay our employees according to their role, regardless of their gender, they therefore receive equal pay. The gender pay gap, because of the way the government asks us to report the pay gap, means that even when pay is equal for different genders completing the same role, there may still be a gender pay gap.

We recognise that the gender pay gap only refers to 2 genders; male and female, and that is purely because of the way we are asked to report by the government. We respect that some of our employees may have a different gender identity and we are delighted to have the team that we have regardless of gender.



Who works for Hub Box?

316 team members were included in the snapshot data taken on 5th April 2023 and of this number 122 (38.8%) are female and 194 (61.2%) are male.

1 & 2 | Hub Box gender pay gap

Mean: 11.9% Median 9.3%

National Average (per ONS)

Mean: 13.9% Median: 14.9%

Explanation of calculations for mean and median

The mean gap divides the total pay of all women by the total number of hours worked and compares this with the total pay of all men divided by the number of hours worked, this gap is 11.9%, and therefore means that using this calculation men are paid on average, £1.41 per hour more than women. Working 48 hours per week equates to £3,519.36 per year difference.

The median gap ranks all women from lowest to highest paid, and all men from lowest to highest paid and then compares the middle woman's pay with the middle man's pay. The gap using this calculation is 9.3%, which is 92p per hour, meaning that the middle woman was paid £2,296.32 less per year than the middle man if they both worked 48 hours per week.

These figures evidence report a gender pay gap, in Hub Box it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women. Our senior roles also encompass bonuses in their total reward, so we report the gender bonus gap below.



3, 4 & 5 | Hub Box gender bonus gap

Mean Gender Bonus Gap: 89.1%

Bonus Proportions: Male = 9.3% Female = 4.1%

Median Gender Bonus Gap: 60.0%

6 | Gender demographic per pay quartile

We are required to report the proportion of males and females in four equal-sized quartile groups. Each pay quartile includes one-quarter of the total workforce, sorted in ascending order of pay. We have less women than men in every quarter but in the bottom 2 quarters, the split is almost equal.

	Male %	Female %
Upper quartile	75.9	24.1
Upper middle quartile	78.5	21.5
Lower middle quartile	43.0	57.0
Lower quartile	48.1	51.9



What are we doing to support women at Hub Box?

- **Fair recruitment:** training all hiring team members in fair practice and equality
- **Pay Banding:** to ensure fair and transparent pay for everyone
- **Management training and development:** our roadmap includes a dedicated programme of personal and professional development which continues throughout your career at Hub Box
- **Flexible working:** enabling people to request this from Day 1 to support women, in particular, in the workplace
- **Policies and training:** to support women's safety and wellbeing
- **Team Listening:** to ensure we collect and understand information about how people are feeling in their roles at Hub Box and that we make changes in response to negative experiences or lower-than-expected standards

Declaration

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.