



delaware

# Delaware Gender Pay Gap Report

Snapshot – 5 April 2024



# What is Gender Pay Gap?

The gender pay gap shows the difference in earnings between women and men, expressed as a percentage of average male earnings. The calculation methodology is set out by the Government to report on mean and median gender pay gap, bonus gap, and distribution across pay quartiles

# Proportion of males and females in each quartile band at Delaware UK

Delaware – snapshot 5 April 2024	Male	Female
Upper	83.6%	16.4%
Upper Middle	67.6%	32.4%
Lower Middle	62.2%	37.8%
Lower	60.8%	39.2%



# Mean and Median Gender Pay Gap Definitions

## Median

This is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest.

The **median gender pay gap** is calculated based on the difference between the employee in the middle of the range of male wages and the employee in the middle of the range of female wages.

## Mean

The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of relevant employees.

The **mean gender pay gap** is calculated based on the difference between mean male pay and mean female pay.



# Mean and Median Gender Pay Gap for Delaware UK

Delaware – snapshot 5 April 2024	Median	Mean
Gender Pay Gap	14.9%	44.9%
Gender Bonus Pay Gap	68.8%	85.1%

**Column 1 in the table above shows that:**

- the average (median) salary of female employees at Delaware is 14.9% lower than that of male employees;
- the average (median ) bonus payments of female employees at Delaware is 68.8% lower than that of male employees.

**Column 2 in the table above shows that:**

- the average (mean) salary of female employees at Delaware is 44.9% lower than the average (mean) salary of male employees;
- the average (mean) bonus payments of female employees at Delaware is 85.1% lower than the average (mean) bonus payments of male employees.



# Understanding the Gap

- The gender pay gap at Delaware in April 2024 is a result of the under-representation of women across the business compared to men, particularly at our more senior levels. This is particularly emphasised in the bonus gender pay gap, as typically only our most senior employees have a bonus component.
- Around 68% of our total workforce comprises of male employees.
- Our primary objective is to increase female representation across all levels of the organisation, with a specific focus on both attracting more women to the business and supporting them into senior positions.



# Additional Analysis – Feb 25

Analysis	Statistic	Notes
Percentage of women employed in the whole UK organisation	34%	
Percentage of women at top management level	9%	Director, SM and Mger levels
Percentage of women within the organisation's UK board	20%	2 out of 10 people on the Management Committee
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	10:3	30%





# Declaration

I confirm that the information submitted is accurate.

Andy Danneels

Partner