

All Square Ltd gender pay gap report and data 2023

Summary: Data on the difference in employees' average earnings from April 6th 2021 to April 5th 2022

Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap as of 4th April 2023. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Our Gender Pay Gap findings are as below;

Gender Pay Gap Data

Mean gender pay gap in hourly pay	4.23%	
Median gender pay gap in hourly pay	0.45%	
Mean bonus gender pay gap	29.83%	
Median bonus gender pay gap	20.60%	
Proportion of males and females who got bonus payments	<i>Male</i>	<i>Female</i>
	5.09%	3.98%
Employees by pay quartile	<i>Male</i>	<i>Female</i>
<i>Upper quartile</i>	40.26%	59.74%
<i>Upper middle quartile</i>	34.19%	65.81%
<i>Lower middle quartile</i>	33.12%	66.88%
<i>Lower quartile</i>	32.26%	67.74%