**GENDER PAY GAP INFORMATION**

There is a requirement for all UK companies with over 250 employees to report publicly on their gender pay. The information in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Centaur Media has submitted its data for the UK based business which includes MarketMakers based in Portsmouth.

**Mean and Median Gender Pay Gap**

The graph below shows the mean and median pay gaps for all employees based on their hourly rates of pay on the snapshot date of 5th April 2018.

A gender pay gap exists as different jobs pay different salaries and the number of men and women doing those jobs varies. This should not be confused with equal pay which is the difference in pay rates between mean and women undertaking similar roles.

* The figures reported last year did not include MarketMakers
* The median pay gap has remained static at 14.8%
* This compares favourably to the national average median gender pay gap of 17.9%

**BONUS PAYMENTS**

* The high percentage of employees receiving a bonus payment reflects the high proportion of sales people in MarketMakers.

There are several factors contributing to both the pay and bonus gap as follows:

* We have more men employed in sales roles, these have a greater opportunity to earn bonus or commission
* 10.5% of our employees have a formal flexible/reduced working arrangement who receive a pro-rated salary and bonus or commission payments. Of this number, more than three quarters are female including the COO, Company Secretary, Group Head of HR, a Sales & Marketing Director, Associate Director and a Research Director.
* A total of 21 women took enhanced parental leave during the reporting period which impacts bonus and commission payments.

**PAY QUARTILES**

The graphs below illustrate the number of men and women in each pay category.

Our male to female ratio remains well balanced and we retain a strong representation of women at senior level. Two out of 7 (28%) of our Board members are female and 3 out of 5 (60%) of our Executive Committee are female. Women are also well represented at Senior Leadership level as indicated by the figures in the upper middle and upper quartiles.

**SUMMARY**

We continue to adopt a pro-active approach to diversity through our recruitment strategy, policies and working practices and are constantly looking for ways to attract and retain the best people for the job regardless of their background, gender or ethnicity. All London based staff are paid above the London Living Wage and in March 2018 we launched an LBGT+ Network.

We also have several family friendly policies including enhanced maternity and paternity leave and flexible work options, 10.5% of employees are working flexible/reduced hours including the COO, Company Secretary, Group Head of HR, a Sales & Marketing Director, Associate Director and a Research Director.