MASS GENDER

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WHY DO WE REPORT ON THE GENDER PAY GAP?

In line with legislation, MASS has to report on the Gender Pay gap as we are a company with over 250 employees.

MASS has to report on six key metrics about Gender Pay gap and Gender Bonus gap using data inputs and calculations set out in the Regulations.

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THE DIFFERENCE BETWEEN THE GENDER PAY GAP AND EQUAL PAY

- There is often some confusion between gender pay gap and equal pay, however, they are not the same thing.
- Equal pay is paying men and women the same amount for the same roles with the same skills and experience.
- Gender pay gap is the difference between the average pay of all men and all women, regardless of job types and seniority.

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WHAT CAUSES THE GENDER PAY GAP?

At MASS we have more men than women in higher paying jobs, for example there are only two women on the senior management team.

If MASS had an equal number of men and women in senior roles we would not have a gender pay gap.

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WHAT FIGURES ARE MASS REQUIRED TO PUBLISH?

- MASS has to report on pay quartiles, gender pay gap and bonus gap.
- The pay quartiles are calculated by lining up everyone at MASS from lowest to highest paid and dividing them into four. This then gives us the pay quartiles. We then have to report on each quartile. At MASS we have more men than women in the upper quartiles, which is why we have a gender pay gap.
- The gender pay gap is provided by calculating the median pay gap and the mean pay gap.
- The median pay gap is calculated by lining up all men and all women from lowest to highest paid, and shows the difference between the middle man and middle woman.
- The mean pay gap shows the difference between the average pay of all men and woman across MASS.
- The same is also reported on for the bonus gap, along with providing a percentage of all men and women who received a bonus.

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WHAT ARE MASS DOING TO CLOSE THE GAP

- We benchmark our salaries annually using Willis Towers Watson to ensure that we are remunerating our employees fairly regardless of gender.
- We have a current project looking at Career Mapping that will ensure roles are aligned internally.
- We openly encourage females to apply for all our roles.

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MASS GENDER PAY GAP REPORT

- View the MASS Gender Pay Gap Report

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