

# ICBCS UK 2020 Gender Pay Gap Report

Our 2020 report is below, with our analysis continuing to indicate that the gender pay gap is driven by the structure of our workforce with a lower number of women in senior roles and a higher number of women in functional support positions.

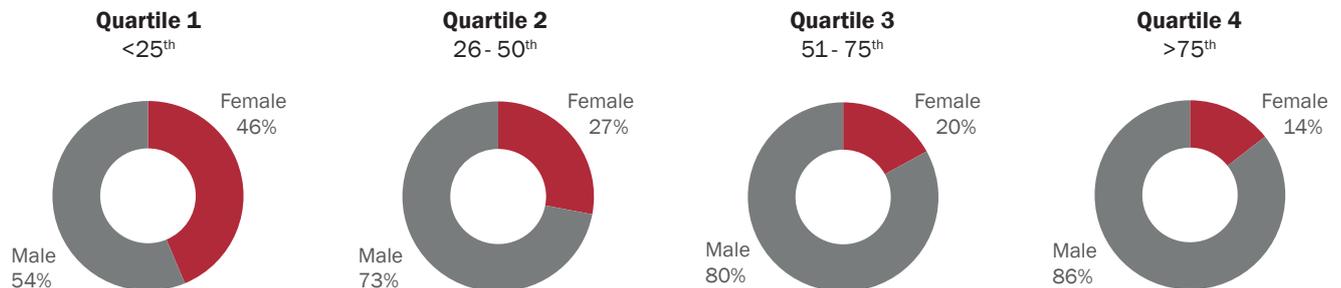
## Difference between men and women

	2019		2020	
	Mean	Median	Mean	Median
<b>Pay Gap</b>	27.1%	22.0%	27.8%	27.1%
<b>Bonus</b>	42.3%	31.3%	45.6%	28.7%

This table shows our mean and median gender pay and bonus gaps for 2019 and 2020. The figures for 2020 are based on compensation as of the year ended 5 April 2020.

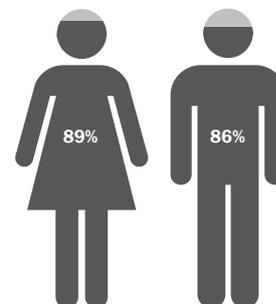
## Proportion of males and females in each ordinary pay quartile

The ordinary pay quartiles below show the gender distribution across four equally sized quartiles, each containing approximately 150 employees.



## Proportion of males and females receiving a bonus

There was a 3% difference between the proportion of women and men being paid a bonus for their performance in FY2019 (paid in March 2020).




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