



2020 Gender Pay Gap Disclosure

In common with many other UK organisations, Equiniti continued to have a gender pay gap in 2020.

In addition to our statutory disclosures, we have chosen to publish an additional voluntary pay gap disclosure for the UK Equiniti Group as a whole, comprising of consolidated data for all UK employees working for Equiniti Group Companies.

Equiniti Group UK – Voluntary Disclosure

Mean Gender Pay Gap:
28.82%

Median Gender Pay Gap:
26.51%



Proportion of male employees receiving a bonus:
34.07%

Mean Gender Bonus Gap:
33.24%

Median Gender Bonus Gap:
0.00%



Proportion of female employees receiving a bonus:
27.45%

Quartile	Male	Female	Description
Lower	40.56% (365)	59.44% (535)	Includes all employees whose standard hourly rate places them at or below the lower quartile.
Lower Middle	41.62% (375)	58.38% (526)	Includes all employees whose standard hourly pay places them above the lower quartile but at or below the median.
Upper Middle	52.16% (470)	47.84% (431)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
Upper	70.26% (633)	29.74% (268)	Includes all employees whose standard rate places them above the upper quartile.

Statutory Disclosures

Equiniti Limited

Mean Gender
Pay Gap:
32.15%



Proportion of male employees
receiving a bonus:
34.20%



Proportion of female
employees receiving a bonus:
19.85%

Median Gender
Pay Gap:
30.32%

Mean Gender
Bonus Gap:
69.66%

Median Gender
Bonus Gap:
48.71%

Quartile	Male	Female
Lower	41.67% (90)	58.33% (126)
Lower Middle	38.43% (83)	61.57% (133)
Upper Middle	57.60% (125)	42.40% (92)
Upper	75.46% (163)	24.54% (53)

Equiniti Services Limited

Mean Gender
Pay Gap:
26.17%



Proportion of male employees
receiving a bonus:
22.05%



Proportion of female
employees receiving a bonus:
16.76%

Median Gender
Pay Gap:
31.15%

Mean Gender
Bonus Gap:
30.21%

Median Gender
Bonus Gap:
32.73%

Quartile	Male	Female
Lower	43.02% (151)	56.98% (200)
Lower Middle	44.44% (156)	55.56% (195)
Upper Middle	53.98% (190)	46.02% (162)
Upper	72.65% (255)	27.35% (96)

Paymaster (1836) Limited

Mean Gender
Pay Gap:
18.53%



Proportion of male employees
receiving a bonus:
30.89%



Proportion of female
employees receiving a bonus:
16.97%

Median Gender
Pay Gap:
15.72%

Mean Gender
Bonus Gap:
-90.51%

Median Gender
Bonus Gap:
31.67%

Quartile	Male	Female
Lower	28.32% (32)	71.68% (81)
Lower Middle	34.51% (39)	65.49% (74)
Upper Middle	47.37% (54)	52.63% (60)
Upper	57.52% (65)	42.48% (48)

MyCSP Limited

Mean Gender
Pay Gap:
8.86%



Proportion of male employees
receiving a bonus:
90.82%



Proportion of female
employees receiving a bonus:
94.51%

Median Gender
Pay Gap:
3.74%

Mean Gender
Bonus Gap:
1.66%

Median Gender
Bonus Gap:
0.00%

Quartile	Male	Female
Lower	36.19% (38)	63.81% (67)
Lower Middle	47.17% (50)	52.83% (56)
Upper Middle	50.00% (53)	50.00% (53)
Upper	51.89% (55)	48.11% (51)



Equiniti Financial Services Limited

Mean Gender
Pay Gap:
30.75%



Proportion of male employees
receiving a bonus:
29.91%



Proportion of female
employees receiving a bonus:
17.46%

Median Gender
Pay Gap:
29.80%

Mean Gender
Bonus Gap:
21.43%

Median Gender
Bonus Gap:
63.33%

Quartile	Male	Female
Lower	36.36% (20)	63.64% (35)
Lower Middle	38.18% (21)	61.82% (34)
Upper Middle	47.27% (26)	52.73% (29)
Upper	69.09% (38)	30.91% (17)