

Gender Pay Gap Report - 2019



People are at the heart of what we do – at Admiral our culture is based around four pillars: communication, reward, fun and equality. As such I’m pleased to introduce our third annual Gender Pay Gap report.

The 2019 Gender Pay Gap figures highlight that there is more work to do. Our focus continues to be on ensuring staff have equal opportunities and receive fair compensation for the work they do, making continued improvements so that all employees are given a chance to reach their full potential.

David Stevens, CBE
Chief Executive Officer
24th March 2020

	Mean			Median		
	2019	2018	Difference	2019	2018	Difference
Hourly Gap	12.87%	12.88%	-0.01%	4.49%	3.60%	+0.89%
Bonus Gap	28.55%	28.08%	+0.47%	29.71%	24.93%	+4.78%

Men receiving bonuses: 91.5% Women receiving bonuses: 90.9%

The Data

This data represents 7,416 staff members across all our UK sites as at 5th April 2019.

The **mean pay gap** is the difference in average hourly and bonus pay between men and women.

The **median pay gap** is the difference between the midpoint in the ranges of hourly and bonus pay.

Our Gender Pay Gap

Improvements in terms of our Gender Pay Gap are continuously being made but these take time to work through. For the majority of our workforce, the first 75% when split into pay quartiles, the gender balance and pay is even. Our Gender Pay Gap is principally driven by the gender split in our highest paid roles (top 25%) where the gender split is 62/38 in favour of males.

Furthermore, in technical support roles, where the Gender Pay Gap both mean and median is higher, we have increasingly needed to recruit externally to meet the skills required. As external talent pools tend to be historically biased towards males, by not relying on internal progression our Gender Pay Gap has been impacted.

Changes have been made to our flexible working practices and parental leave to help improve the female talent pipeline. Better and clearer instructions on the need for gender balanced short lists have been communicated to both internal recruitment and external agencies as well. Planned improvements include better data capture to understand the challenges our workforce faces. Policy reviews, informal support networks and engagement with senior management to develop career progression paths for women through formal development and mentoring programmes.

Proportion of males and females in each pay quartile (%)

