

The Gender Pay Gap Reporting Regulations

MotorSport Vision Ltd (MSV) is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

1. Average gender pay gap as a mean average:

+10.2%

Reveals that on average males are paid 10.2% more than females.

2. Average gender pay gap as a median average:

-0.3%

Reveals that that the median hourly pay rate is the less for males than females.

3. Average bonus gender pay gap as a mean average:

+68%

Reveals the bonus/commission is 68% more for males.

4. Average bonus gender pay gap as a median average:

+24.8%

Reveals the median bonus/commission paid is 24.8% higher for males.

5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

Males 2.1% Females 3.6%

Reveals that the percentage of males/females of the total staff receiving a bonus/commission.

6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

Upper Quartile	Males 69.3%	Females 30.7%
Upper Middle Quartile	Males 62.4%	Females 37.6%
Lower Middle Quartile	Males 74%	Females 26%
Lower Quartile	Males 66%	Females 34%

Katie Platt
Group Human Resources Officer

