

Gender Pay Report 2018

Employers in the UK with more than 250 staff are required by law to publish the following information annually on their own website and on a government website:

- Their mean and median gender pay gap
- Their mean and median bonus gender pay gap
- The proportion of men and women receiving a bonus payment
- The proportion of men and women in each quartile of the pay structure

Pay and bonus

Difference between men and women

Hourly rate of pay		Bonus paid	
Mean	29.2%	Mean	70.3%
Median	8.3%	Median	19.9%

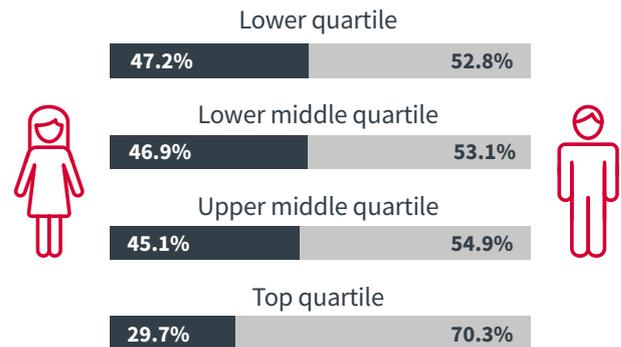
The mean is the average hourly rate of pay (or bonus pay paid during the relevant period) for all staff.

The median is the middle value when the hourly rates of pay of all staff (or bonus payments paid in the relevant period to all relevant staff) are listed in numerical order.

By identifying the wage of the middle earner, the median is a good representation of the 'typical' gender difference - the difference in median pay at AJ Bell is low compared to most financial services companies.

Our mean gender pay and bonus gap figures are in common with most financial service companies and reflect the gender profile of our work force and the higher number of men in senior roles than women.

Proportion of staff in each pay quartile



We remain confident that men and women are paid equally for doing equivalent jobs across our business, and that our historic pay gap is driven primarily by the structure of our workforce at a senior executive level. To address this we strengthened female representation at a senior executive level this year with the appointment of Laura Carstensen to the Board as non-executive director. And we are pleased to report that the proportion of women in the upper middle and top quartiles has increased.

In keeping with our Guiding Principles, we will continue to evaluate and enhance where appropriate the effectiveness of our recruitment and selection practices. This will ensure that no one is disadvantaged in how we attract, select and develop our staff. It will also ensure that women continue to receive encouragement and support to realise their potential at AJ Bell. For example our talent programme allows us to identify and support the development of female staff and we are confident that we are building a strong female talent pipeline. We have also recruited more females to our apprenticeship programme this year as part of our commitment to encourage more young women to launch their careers in the financial services industry.

Proportion of staff awarded a bonus

