

The Gender Pay Gap Report

In April 2017, the Government introduced new Gender Pay Gap Regulations which requires UK companies with 250 or more employees to report their gender pay gap information on an annual basis.

The methodology used in the creation of the data for this report follows the UK Government guidance. We calculate Gender Pay Gap in two different ways, using the median and also the mean:

Median – to calculate the median all women in Q-Park were arranged in order of pay, and then the same for all men. The median pay is taken as the pay for the individual in the middle of each group.

We then compare these two values to calculate the median gender pay gap.

Mean – to calculate the mean the pay for all women in Q-Park is added together and then divided by the number of women, and then the same for all men.

The mean gender pay gap compares these two values.

For each a positive figure means that men are paid more on average than women. A negative figure means that women are paid more on average than men.

The following figures show;

- The differences in mean hourly pay
- The differences in median hourly pay
- The differences in the mean and median bonus payments
- The total distribution of bonuses to men and women
- The percentage of men and women in each pay quartile.

Our Workforce

Q-Park UK had 352 colleagues employed on the snapshot date of 5th April 2023, of which 342 colleagues were classed as full pay relevant employees.

In April 2023 Q-Park UK was made up of 83% men and 17% women.

84% of Q-Park's colleague population comprises of customer facing operational roles, 89% of which are occupied by men.

Our 2023 Gender Pay Report

Mean and Median Pay Gap

Mean hourly pay difference	-15.83%
Median hourly pay difference	-1.79%

Bonus

Bonus Mean	-38.15%
Bonus Median	-211.7%
Proportion of males receiving a bonus	81.09%
Proportion of females receiving bonus	88.33%

Gender Pay by Quartiles

This table illustrates the pay distribution by gender across Q-Park in four equally sized quartiles

	Lower	Lower Middle	Upper Middle	Upper
Male	80%	89.5%	88.5%	73%
Female	20%	10.5%	11.5%	27%

Summary and Q-Park Organisational Context

When reviewing our results, we recognise that our pay gap is negative showing women are paid more on average than men. This is largely due to women making up a smaller percentage of our overall workforce and then typically holding more senior or head office-based roles.

This results in a higher mean hourly rate for females than males, leading to a negative percentage difference and a similar pattern can be seen with bonus pay. In April 2023 all colleagues were able to achieve bonus and we see an almost equal distribution across men and women.

All colleagues are paid the appropriate hourly rate, determined by the role and level of work, we pay all colleagues over the National Living Wage and our pay rates are reviewed annually. We ensure equal and fair pay for all colleagues and guarantee they have access to the same opportunities and benefits.

In recognition of increasing living costs, we made a one-off payment to support our colleagues. This payment was the same amount for every colleague in the business regardless of role and level.

Closing the Gap

Q-Park prides itself on being an organisation where people can thrive and develop regardless of their gender or background, we continue to review our pay ensuring it is fair and equitable for all colleagues. We are committed to reporting our gender pay gap on an annual basis and confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.