**Gender Pay Gap Report 2019**

From 6 April 2017 UK employers with more than 250 staff are required by law to publish their gender pay gap information in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands. These are Viewpoint’s 2018 figures.

Mean Gender Pay Gap 2.8%

Median Gender Pay Gap -9.5%

Mean Bonus Gender Pay Gap 2.3%

Median Bonus Gender Pay Gap 0%

Proportion of Males and Females

Receiving a Bonus Payment Males 94.7%

Females 96.1%

Proportion of Males and Females in each Quartile

|  |  |
| --- | --- |
| Q1 | Male 28.6% |
| (lower) | Female 71.4% |
|  |  |
| Q2 | Male 22.2% |
| (lower middle) | Female 77.8% |
|  |  |
| Q3 | Male 19.4% |
| (upper middle) | Female 80.6% |
|  |  |
| Q4 | Male 27.4% |
| (upper) | Female 72.6% |