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DRAFT STATUTORY INSTRUMENTS

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**2017 No.**

**The Equality Act 2010 (Gender Pay  
Gap Information) Regulations 2017**

**Difference in mean hourly rate of pay**

**8.** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees must be expressed as a percentage of the mean hourly rate of pay of male full pay relevant employees and is to be determined as follows—

$$\frac{(A - B)}{A} \times 100$$

where—

A is the mean hourly rate of pay of all male full-pay relevant employees; and

B is the mean hourly rate of pay of all female full-pay relevant employees.