
STATUTORY INSTRUMENTS

2017 No. 172

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.