



**VIZION**

Digital First, Data Led,  
Exceptional Outcomes.

**VIZION NETWORK LIMITED**

# GENDER PAY GAP FIGURES

APRIL 2024





In line with our regulatory reporting requirements, from 2024 we are required to report our Gender Pay Gap results and the information below sets out Vizion Network Ltd figures as at 5 April 2024.

The gender pay gap measures the difference between men and women's average pay regardless of their work level or role and it is important to understand that the pay gap is not a measure for equal pay.

In this reporting period we had 314 colleagues across our two sites in Hull and Wellingborough and at the time of the reporting there was a higher proportion of female employees (52%) than male employees (48%).



## MEAN

The average pay difference between groups (e.g. men and women), calculated by dividing the total hourly pay of each group by the number of employees in that group.

This measure includes all eligible employees, but results can be skewed by outliers like high earners.



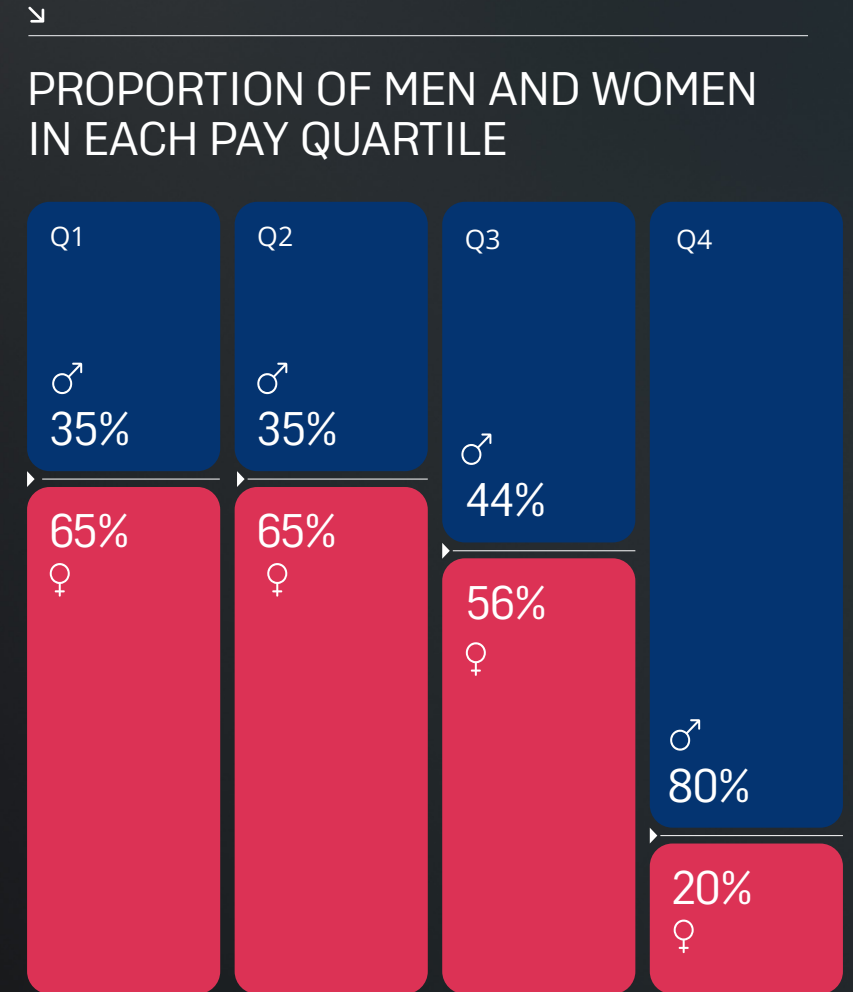
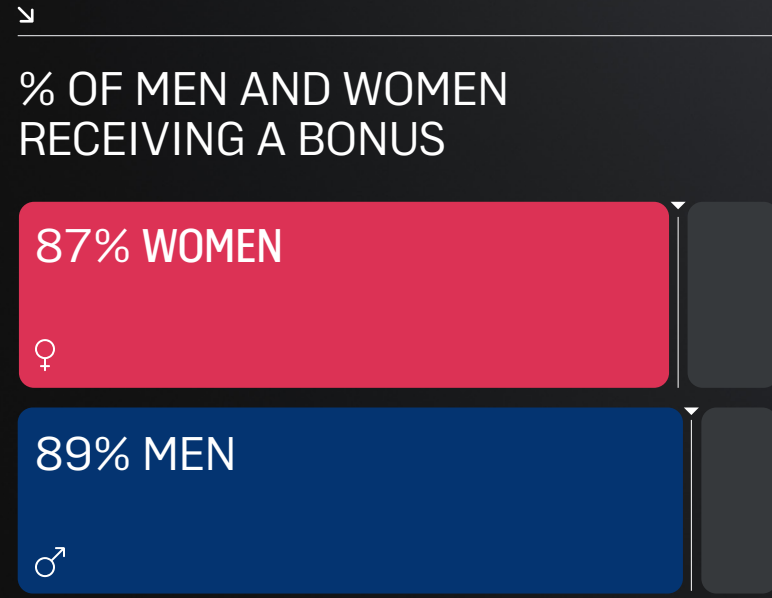
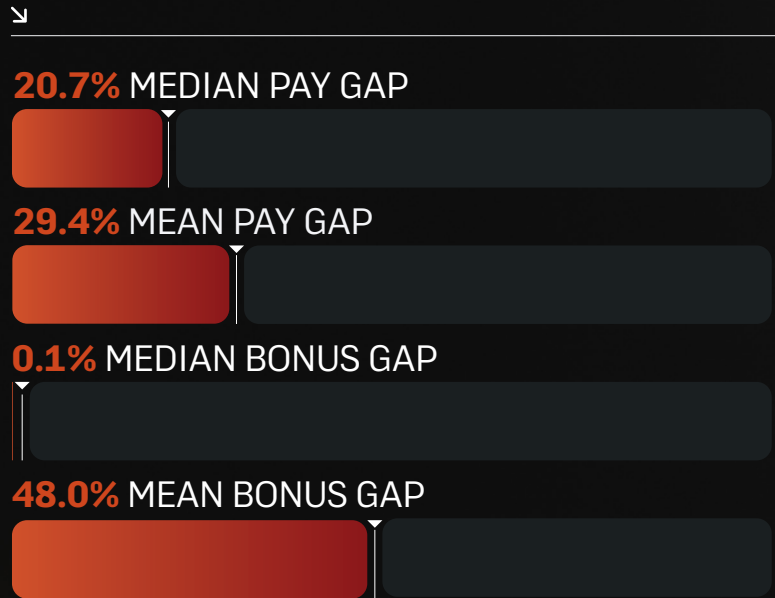
## MEDIAN

The median pay gap compares the middle earner in each group (e.g. men vs. women), showing the difference between typical earnings.

Unlike the mean, the median isn't affected by high earners, but it doesn't show the full pay range. Using both helps give a clearer picture.



# MEAN V'S MEDIAN





**VIZION**

Digital First, Data Led,  
Exceptional Outcomes.

Signed

Name: Mike Bourke

