**Data Dictionary**

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| **Column Name** | **Data Type** | **Description** |
| employername | Object | The name of the employer when they reported their data. |
| employerid | Integer | Unique number generated by the gender pay gap service for each employer. |
| address | Object | Current registered address and postcode of the employer. |
| postcode | Object |
| companynumber | Object | Company number of the employer as listed on Companies House. Private and voluntary sectors only. |
| siccodes | Object | The SIC codes that describe the sectors each employer operated in when they reported their data. |
| diffmeanhourlypercent | Float | The mean (average) and median percentage differences between the hourly pay of men and women. A positive percentage means men’s hourly pay is higher than women’s. A negative percentage means women’s pay is higher. |
| diffmedianhourlypercent | Float |
| diffmeanbonuspercent | Float | The mean (average) and median percentage differences between the bonus pay of men and women. |
| diffmedianbonuspercent | Float |
| malebonuspercent | Float | The percentage of men and women who were paid a bonus in the reporting year. |
| femalebonuspercent | Float |
| malelowerquartile | Float | The percentage of men and women in the lower hourly pay quarter (lowest paid). |
| femalelowerquartile | Float |
| malelowermiddlequartile | Float | The percentage of men and women in the lower middle hourly pay quarter. |
| femalelowermiddlequartile | Float |
| maleuppermiddlequartile | Float | The percentage of men and women in the upper middle hourly pay quarter. |
| femaleuppermiddlequartile | Float |
| maletopquartile | Float | The percentage of men and women in the upper hourly pay quarter (highest paid). |
| femaletopquartile | Float |
| companylinktogpginfo | Object | Link to the ‘written statement’ published by employers, with more information about their gender pay gap. Private and voluntary sectors only. |
| responsibleperson | Object | Name of the person confirming that the published gender pay gap information is accurate. Private and voluntary sectors only. |
| employersize | Object | Number of employees employed by an employer. |
| currentname | Object | The employer’s current name. |
| submittedafterthedeadline | Boolean | Shows whether employers submitted their gender pay gap data by the relevant deadline (‘FALSE’) or after the deadline (‘TRUE’). If an employer edits their figures after submitting them, they are marked as late if they do this after the deadline. |
| duedate | datetime | The deadline date and the actual date that employers submitted their data. Format: dd/mm/yyyy hh:mm. |
| datesubmitted | datetime |