

Gender Pay Gap Report

Hourly pay gap

Woman Men
£ 1.02 £ 1.00

Women's median hourly pay is 2.05% higher than men's

When comparing mean (average) hourly pay, women's mean hourly pay is 1.8% higher than men's.

The percentage of women in each pay quarter

In this organisation, women occupy 72% of the highest paid jobs and 70% of the lowest paid jobs

Upper hourly pay quarter (highest paid)	Women	72%
	Men	28%
Upper middle hourly pay quarter	Women	70%
	Men	30%
Lower middle hourly pay quarter	Women	68%
	Men	32%
Lower hourly pay quarter (lowest paid)	Women	70%
	Men	30%

Bonus pay gap

In this organisation, women earn 50p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 50% lower than men's

When comparing mean (average) bonus pay, women's mean bonus pay is 15% higher than men's

Who received bonus pay	Women	7%
	Men	8%

1: percentage of men and women in each hourly pay quarter

		<u>Count</u>	<u>%</u>
Upper qtr	Female	164	72%
	Male	64	28%
Upper middle qtr	Female	160	70%
	Male	69	30%
Lower middle qtr	Female	156	68%
	Male	73	32%
Lower qtr	Female	161	70%
	Male	68	30%

2: mean (average) gender pay gap for hourly pay

	Hourly	Count	%
Female	12.99	641	70%
Male	12.77	274	30%
Gap %	-1.8%		

3: median gender pay gap for hourly pay

Female	10.51
Male	10.29
Median	-2.1%

4: percentage of men and women receiving bonus pay

	Total	Bonus	%
Female	641	43	7%
Male	274	21	8%

5: mean (average) gender pay gap for bonus pay

	Bonuses	Count	Average
Female	32,389	43	753

Male	13,800	21	657
Gap	-15%		

6: median gender pay gap for bonus pay

Female	250.00
Male	500.00
Median	50%