

# Gender Pay Gap Reporting



Relevant Pay Period

**April 2019**

Total Relevant Employees: 1564

Total Full Pay Employees: 1143

Mean Gender Pay Gap		
Mean Male Hourly Rate	£	15.48
Mean Female Hourly Rate:	£	14.77
Difference (£)	£	0.71
<b>Difference (%)</b>		<b>4.6%</b>
Industry Average (%)		7.6%
- variance to Industry Average		<u>-3.0%</u>

Median Gender Pay Gap		
Median Male Hourly Rate	£	11.39
Median Female Hourly Rate:	£	10.79
Difference (£)	£	0.60
<b>Difference (%)</b>		<b>5.3%</b>
Industry Average (%)		1.7%
- variance to Industry Average		<u>3.6%</u>

Mean Bonus Pay Gap		
Mean Male Bonus	£	16,259.66
Mean Female Bonus:	£	10,678.81
Difference (£)	£	5,580.85
<b>Difference (%)</b>		<b>34.3%</b>
Industry Average (%)		30.9%
- variance to Industry Average		<u>3.4%</u>

Median Bonus Pay Gap		
Median Male Median	£	6,062.50
Median Female Median	£	6,867.00
Difference (£)	£	(804.50)
<b>Difference (%)</b>		<b>-13%</b>
Industry Average (%)		15.1%
- variance to Industry Average		<u>-28%</u>

Males & Females in receipt of a Bonus	
Male Bonus Participation	5.20%
Female Bonus Participation	4.37%
<b>Difference (%)</b>	<b>0.83%</b>

Males & Females by Pay Quartile	
Lower Quartile	286
of which are MALE (%)	<b>45%</b>
of which are FEMALE (%)	<b>55%</b>
Lower Middle Quartile	286
of which are MALE (%)	<b>59%</b>
of which are FEMALE (%)	<b>41%</b>
Upper Middle Quartile	286
of which are MALE (%)	<b>60%</b>
of which are FEMALE (%)	<b>40%</b>
Upper Quartile	286
of which are MALE (%)	<b>55%</b>
of which are FEMALE (%)	<b>45%</b>

