

Gender Pay Gap Reporting

Statutory part of template (data that must be provided under the Equalities Act)

Additional data

Pay rates

Gender pay gap - the difference between

Gender pay

Hourly rate

Hourly rate of

Difference £

Mean hourly rate
(Male hrly rate - Female hrly rate) / Male hrly rate x 100

3.6%

96.4%

20.13

20.88

0.75

Median hourly rate
(as above calc but for median hourly rates)

8.4%

91.7%

18.22

19.89

1.67

Pay Quartile Information

Workforce composition

Pay quartiles

Women

Men

Total

Women

Men

Total headcount

Proportion of women and men in the **upper quartile** (paid

82.8%

17.2%

100%

24

5

29

Proportion of women and men in the **upper middle quartile**

89%

11%

100%

25

3

28

Proportion of women and men in the **lower middle quartile**

82.1%

17.9%

100%

23

5

28

Proportion of women and men in the **lower quartile** (paid below

92.9%

7.1%

100%

26

2

28

Bonus pay

Bonus Gender Pay Gap - the difference

Bonus

Bonus pay of

Bonus pay of

Difference £

Mean bonus

Not applicable

Not applicable

N/A

Median bonus

Not applicable

Not applicable

N/A

Bonuses paid

Women paid bonus as % of all women

Not applicable

Men paid bonus as % of all men

Not applicable

Note Casuals have been excluded at the request of the organisation. Employees who did not receive full pay in the period have been excluded (as per the regulations)

Data is at 5/4/18 which is the snapshot date for businesses and charities as required by the regulations