

### **MEDIAN GENDER PAY GAP IN HOURLY PAY**

- The median gender pay gap is the % difference between the “middle point” hourly rate of pay of all male full-pay relevant employees and that of female full-pay relevant employees. For example if there were 99 employees, ordered by hourly rate, then the median point would be the rate for Employee 50.
- The median hourly rate for both males and females for the period in question was £8.25 – so the gap on this basis is zero.

### **MEAN GENDER PAY GAP IN HOURLY PAY**

- The mean gender pay gap is the % difference between the average hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- The mean gender pay gap in hourly pay is 0.83% - this means that, on the basis of average hourly pay for the period, female colleagues are paid 0.83% less than male colleagues, across the whole organisation.

### **PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE**

The proportion of males and females in each pay quartile are shown below.

Quartile	Numbers		Percentages	
	Males	Females	Males	Females
Lower	32	43	43%	57%
Lower Middle	31	44	41%	59%
Upper Middle	34	41	45%	55%
Upper	30	44	41%	59%
	127	172		