

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 £8.45 – 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 -1.97% - this means that, on the basis of average hourly pay for the period, female colleagues are paid 1.97% more 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	35	48	42%	58%
Lower Middle	36	47	43%	57%
Upper Middle	40	43	48%	52%
Upper	21	60	26%	74%
	132	198		