

Gender Pay Gap March 2020

Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)		
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100	27.3%		
Median hourly rate (as above calc but for median hourly rates)	33.4%		
Pay Quartile Information			
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	68.3%	31.7%	100%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	86.7%	13.3%	100%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	93.4%	6.6%	100%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	95.1%	4.9%	100%
Bonus pay			
Mean bonus	0.00%		
Median bonus	0.00%		
Bonuses paid			
Women paid bonus as % of all women	0%		
Men paid bonus as % of all men	0%		

Notes	31/03/2020
Mean male hourly rate =	£17.93
Mean female hourly rate =	£13.04
Difference =	£3.24
Median male hourly rate =	£14.92
Median female hourly rate =	£9.94
Difference =	£2.91

Quartiles (Appointment numbers)	Male	Female	Total Full-pay relevant employees
Upper	19	41	60
Upper middle	8	52	60
Lower middle	4	57	61
Lower	3	58	61
	34	208	242