

### Gender Pay Gap March 2018

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	22.31%		
Median hourly rate (as above calc but for median hourly rates)	24.37%		
Pay Quartile Information			
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	79%	21%	100%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	97%	3%	100%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	90%	10%	100%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	91%	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	<u>31/03/2018</u>
Mean male hourly rate =	£14.52
Mean female hourly rate =	£11.28
Difference =	<u>£3.24</u>
Median male hourly rate =	£11.94
Median female hourly rate =	£9.03
Difference =	<u>£2.91</u>

Quartiles (Appointment numbers)	Male	Female	Total Full-pay relevant employees
Upper	15	55	70
Upper middle	2	68	70
Lower middle	7	64	71
Lower	6	64	70
	<u>30</u>	<u>251</u>	<u>281</u>