

## **Gender Pay Gap Information**

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

Using a data source of 5th April 2017 the results are as follows:-

### **Difference in hourly rate**

Women's mean hourly rate is 1.3% lower than men's  
Women's median hourly rate is 4.4% higher than men's

### **Proportion of women in each pay quartile**

Top quartile (highest paid) 32% of the top quartile are women  
Upper middle quartile 22% of the upper middle quartile are women  
Lower middle quartile 26% of the lower middle quartile are women  
Lower quartile (lowest paid) 18%

### **Who received bonus pay**

96% of women  
95% of men

### **Difference in bonus pay**

Women's mean bonus pay is 75.7% lower than men's  
Women's median bonus pay is 0% lower than men's