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 2018 the results are as follows:-

Difference in hourly rate

Women’s mean hourly rate is 1.62% lower than men’s
Women’s median hourly rate is 11.85% higher than men’s

Proportion of women in each pay quartile

Top quartile (highest paid) 26% of the top quartile are women
Upper middle quartile 36% of the upper middle quartile are women
Lower middle quartile 17% of the lower middle quartile are women
Lower quartile (lowest paid) 21%

Who received bonus pay

1.8% of women
1.6% of men

Difference in bonus pay

Women’s mean bonus pay is 91.8% lower than men’s
Women’s median bonus pay is 85.7% lower than men’s