

Gender Pay Gap Summary - 2018

Date:	1 st March 2019						
Period:	As at 31 st March 2018						
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Date for review:	March 2019						
Mean Pay:	The mean gender pay gap is the difference between the: <ul style="list-style-type: none"> • mean (average) gross hourly pay of female employees (taken as a single group); and • mean (average) gross hourly pay of male employees (taken as a single group). Calculate the percentage difference.						
	Female		Male		Difference (%)		Comments / narrative
	£14.28		£15.10		5.4%		
Median Pay:	The median gender pay gap is the difference between the: <ul style="list-style-type: none"> • The mid-point (median) gross hourly pay of female employees (taken as a single group); and • The mid-point (median) gross hourly pay of male employees (taken as a single group). Calculate the percentage difference.						
	Female		Male		Difference (%)		Comment/narrative for internal purposes and/or for publication
	£13.91		£14.90		6.64%		
Pay quartiles:	Divide your overall pay range into four equal * quarters giving you 4 pay bands or 'quartiles'.						
	Calculate the number of men and women in each quartile.						
	*Each quartile contains an equal number of employees.						
	The gender split in each pay quartile:						
	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile
Female	Male	Female	Male	Female	Male	Female	Male
72.7%	27.3%	57.2%	42.8%	59.8%	40.2%	57.8%	42.2%
Bonus Pay:	The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months [preceding 31 March 2017].						
	Female (%)		Male (%)		Comments/narrative		
	3.6%		2.7%				

Mean Bonus Pay:	<ul style="list-style-type: none"> • The mean gender bonus pay gap is the difference between the: • mean (average) gross bonus pay of female employees (taken as a single group); and • mean (average) gross bonus pay of male employees (taken as a single group) during the 12 months preceding [31 March 2017] <p>Calculate the percentage difference.</p>			
	Female	Male	Difference (%)	Comments/narrative
	£1,588	£2,568	38.1%	
Median Bonus Pay:	<ul style="list-style-type: none"> • The median gender bonus pay gap is the difference between the: • midpoint bonus pay of female employees (taken as a single group); and • midpoint bonus pay of male employees (taken as a single group) during the 12 months preceding [31 March 2017] <p>Calculate the percentage difference.</p>			
	Female	Male	Difference (%)	Comments/narrative
	£1,425	£2,712	47.4%	