

Gender Pay Gap Reporting System

Gender Pay Gap Dashboard

Practical Reward: Gender Pay Gap Report

Hourly Mean and Median Ordinary Pay by Gender						
	Female		Male		All Staff	Gender Pay Gap
Mean:	£ 18.95	£ 22.19	£ 20.65			14.6%
Median:	£ 18.42	£ 22.08	£ 19.87			16.6%
No. of Staff:	158	175	333			

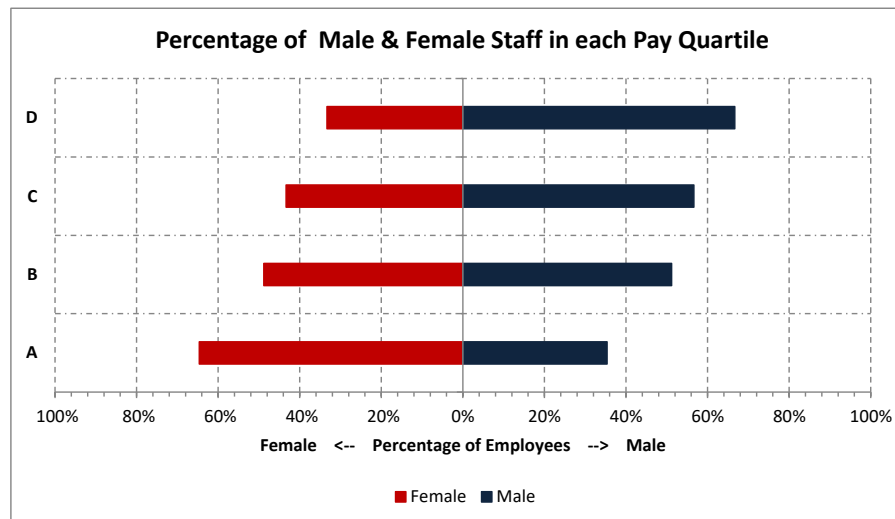
Mean and Median Bonus Payments by Gender over 12 months						
	Female		Male		All Staff	Gender Bonus Gap
Mean:	-	-	-			-
Median:	-	-	-			-
No. of Staff receiving Bonus:	0	0	0			
% of All Staff receiving Bonus:	0.0%	0.0%	0.0%			

Results

The highlighted results above shows the extent of your gender pay gap.

Your mean gender pay gap of 14.6% in favour of male employees is regarded as a significant pay gap.

You should investigate this to confirm the results and consider ways to address this.



Percentage of Male & Female Staff in each Pay Quartile:

Quartile Band	Pay Range (hourly pay)	Female %	Female No.	Male %	Male No.
D	22.91 - 59.2	33%	28	67%	56
C	19.88 - 22.9	43%	36	57%	47
B	15.48 - 19.87	49%	41	51%	43
A	9.78 - 15.47	65%	53	35%	29