

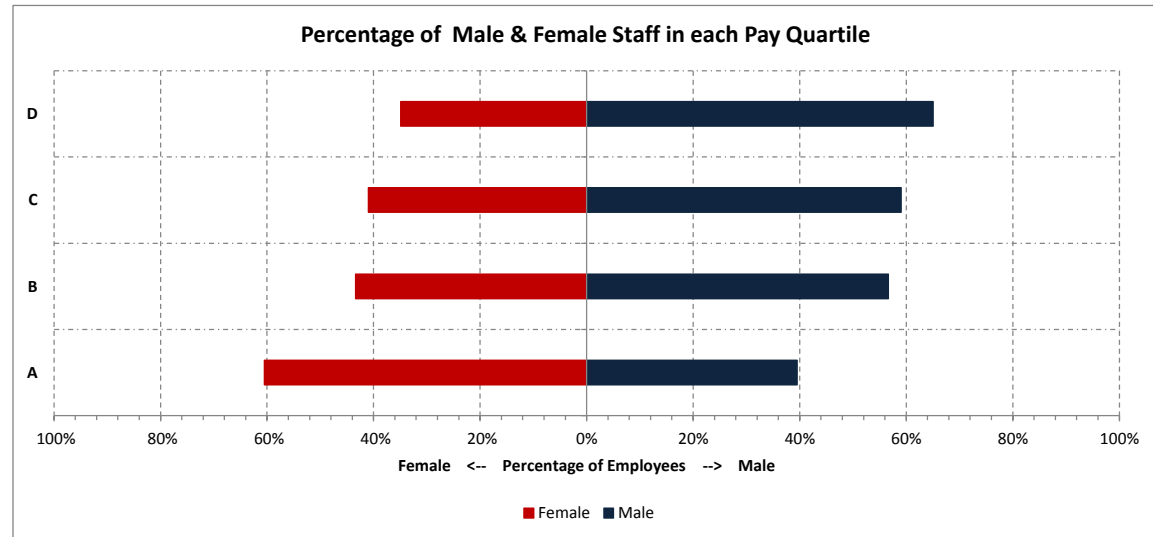
Gender Pay Gap Reporting System

Gender Pay Gap Dashboard

Hourly Mean and Median Base Pay by Gender				
	Female	Male	All Staff	Gender Pay Gap
Mean:	£ 17.04	£ 19.10	£ 18.17	10.8%
Median:	£ 16.72	£ 18.69	£ 17.75	10.5%
No. of Staff:	148	182	330	

Mean Bonus Payments by Gender over 12 months				
	Female	Male	All Staff	Gender Bonus Gap
Mean:	£ -	£ 0.01	£ 0.00	100.0%
Median:	£ -	£ 1.00	£ 1.00	100.0%
No. of Staff receiving Bonus:	0	1	1	100.0%
% of All Staff receiving Bonus:	0.0%	0.5%	0.3%	

Percentage of Male & Female Staff in each Pay Quartile:				
Quartile Band	Pay Range (hourly pay)	Female	Male	All Staff
D	20.77 - 44.77	35%	65%	100%
C	17.75 - 20.76	41%	59%	100%
B	14.03 - 17.74	43%	57%	100%
A	0 - 14.02	60%	40%	100%



Pay Bands

The base pay quartile bands are derived from the overall pay range for employees in the organisation based on the hourly pay for each employee:

- Band A is from the lowest pay to the first quartile;
- Band B is from the first quartile to the second quartile (Median);
- Band C is from the median to the third quartile and
- Band D is from the third quartile to the highest pay.

Results

The highlighted results above shows the extent of your gender pay gap. If the mean gender pay gap is less than 4.5% then you have a minimal risk. If it is less than 20% for you have a significant gender pay gap.

If your mean gender pay gap exceeds these figures then you have a serious issue and you should address this.