

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:	£	18.70	£	21.05	£ 20.01	11.1%
Median:	£	18.22	£	20.61	£ 18.74	11.6%
No. of Staff:		147		186	333	

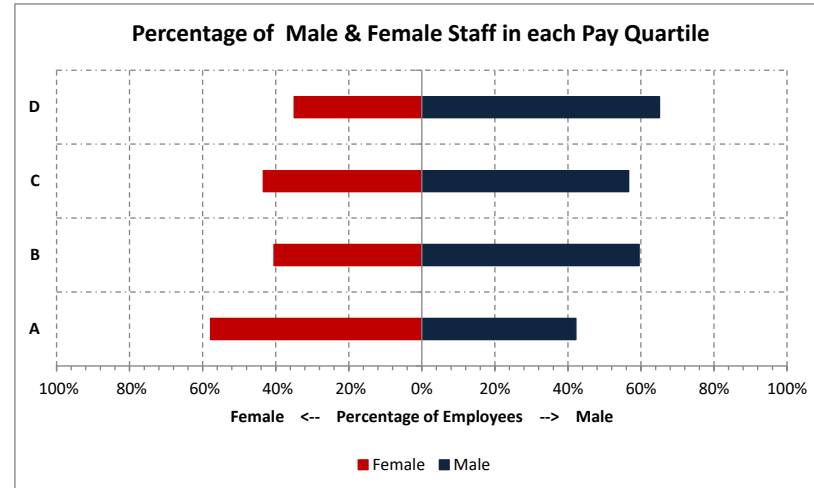
Mean and Median Bonus Payments by Gender over 12 months						
	Female		Male		All Staff	Gender Bonus Gap
Mean:	£	-	£	-	£ -	-
Median:	£	-	£	-	£ -	-
No. of Staff receiving Bonus:		0		0	0	
% of All Staff receiving Bonus:		0.0%		0.0%	0.0%	

Results

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

Your mean gender pay gap of 11.1% 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	Male
D	22.46 - 51.2	35%	65%
C	18.74 - 22.45	43%	57%
B	14.14 - 18.73	40%	60%
A	9.26 - 14.13	58%	42%