

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:	£	17.81	£	20.44	£ 19.25	12.8%
Median:	£	16.93	£	19.57	£ 18.19	13.5%
No. of Staff:		156		188	344	

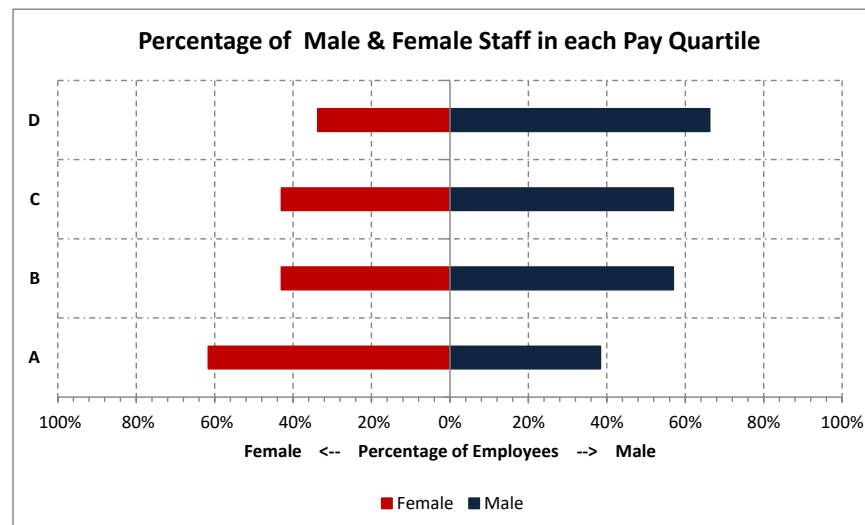
Mean and Median Bonus Payments by Gender over 12 months						
	Female		Male		All Staff	Gender Bonus Gap
Mean:	£	-	£	-	£ -	-
Median:	£	-	£	-	£ -	-
No. of Staff receiving Bonus:		0		0	0	
% of All Staff receiving Bonus:		0.0%		0.0%	0.0%	

Results

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

Your mean gender pay gap of 12.8% 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	21.81 - 50.17	34%	66%
C	18.2 - 21.8	43%	57%
B	13.75 - 18.19	43%	57%
A	9.37 - 13.74	62%	38%