

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:	£	17.21	£	19.48	£ 18.47	11.7%
Median:	£	17.07	£	18.45	£ 17.75	7.5%
No. of Staff:		150		190	340	

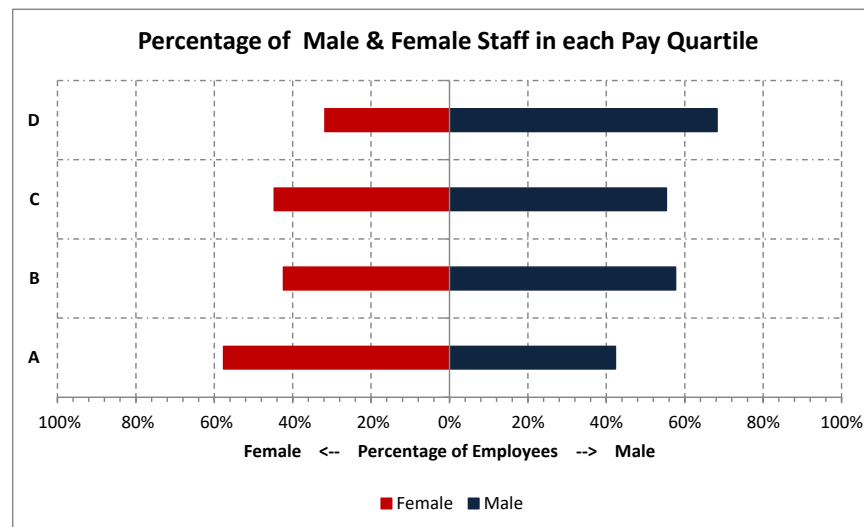
Mean and Median Bonus Payments by Gender over 12 months						
	Female		Male		All Staff	Gender Bonus Gap
Mean:	£	-	£	-	£ -	-
Median:	£	-	£	-	£ -	-
No. of Staff receiving Bonus:		0		0	0	
% of All Staff receiving Bonus:		0.0%		0.0%	0.0%	

Results

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

Your mean gender pay gap of 11.7% 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	21.38 - 49.33	32%	68%
C	17.75 - 21.38	45%	55%
B	12.85 - 17.74	42%	58%
A	8.72 - 12.84	58%	42%