

## Gender Pay Gap Reporting – 31 March 2020

Entry Count MALE	90
Mean rate of pay MALE	£20.20
Median rate of pay MALE	£16.88
Entry Count FEMALE	490
Mean rate of pay FEMALE	£16.58
Media rate of pay FEMALE	£9.93
Gross Pay Average GPG – Mean	17.9%
Gross Pay Average GPG – Median	41.2%

Entry Count Bonus Pay MALE	0
Mean Bonus Pay MALE	£0.00
Median Bonus Pay MALE	£0.00
Entry Count Bonus Pay FEMALE	0
Mean Bonus Pay FEMALE	£0.00
Median Bonus Pay FEMALE	£0.00
Bonus Pay Average GPG – Mean	0.0%
Bonus Pay Average GPG – Median	0.0%
Total Males	0
Total Females	0
Bonus Pay Male Proportion	0.0%
Bonus Pay Female Proportion	0.0%

Lower Quartile MALE	9.7
Lower Quartile FEMALE	90.3
Lower Middle Quartile MALE	9.7
Lower Middle Quartile FEMALE	90.3
Upper Middle Quartile MALE	22.1
Upper Middle Quartile FEMALE	77.9
Upper Quartile MALE	20.7
Upper Quartile FEMALE	79.3