

Gender Pay Gap Reporting – 31 March 2019

Entry Count MALE	83
Mean rate of pay MALE	£18.95
Median rate of pay MALE	£15.12
Entry Count FEMALE	530
Mean rate of pay FEMALE	£15.55
Media rate of pay FEMALE	£9.32
Gross Pay Average GPG – Mean	17.9%
Gross Pay Average GPG – Median	38.4%

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	6.54
Lower Quartile FEMALE	93.46
Lower Middle Quartile MALE	10.46
Lower Middle Quartile FEMALE	89.54
Upper Middle Quartile MALE	19.61
Upper Middle Quartile FEMALE	80.39
Upper Quartile MALE	17.65
Upper Quartile FEMALE	82.35