

**Data Taken As At 31/03/2024**

**Gender Make Up**

the gender make up of our staff is:



74.25% of Women

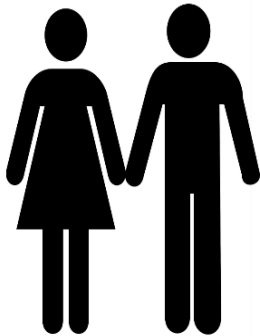


25.75% of Men

**Gender Pay Gap**

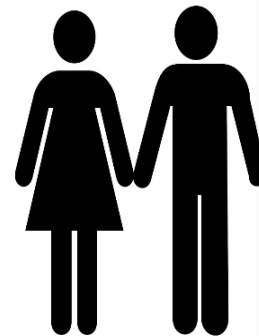
In the gender pay gap is:

**Mean Pay Gap**



18.6%

**Median Pay Gap**



23.2%

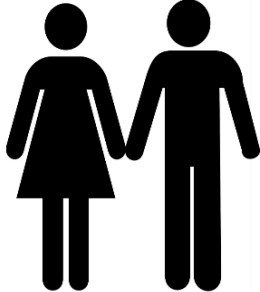
**Bonus Pay**

does not pay bonuses to its staff.

**Pay by Quartiles**

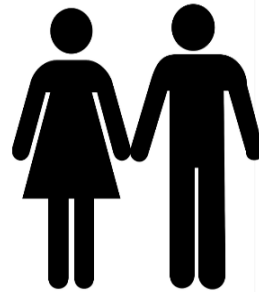
In the proportion of full-pay men and women in each of the four quartile pay bands is:

**Lower Quartile**



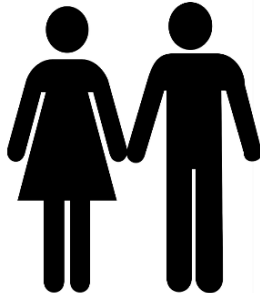
89% Female 11% of Male

**Lower Middle Quartile**



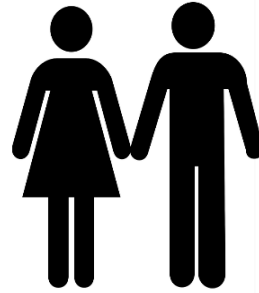
79% of Female 21% of Male

**Upper Middle Quartile**



67% Female 33% Male

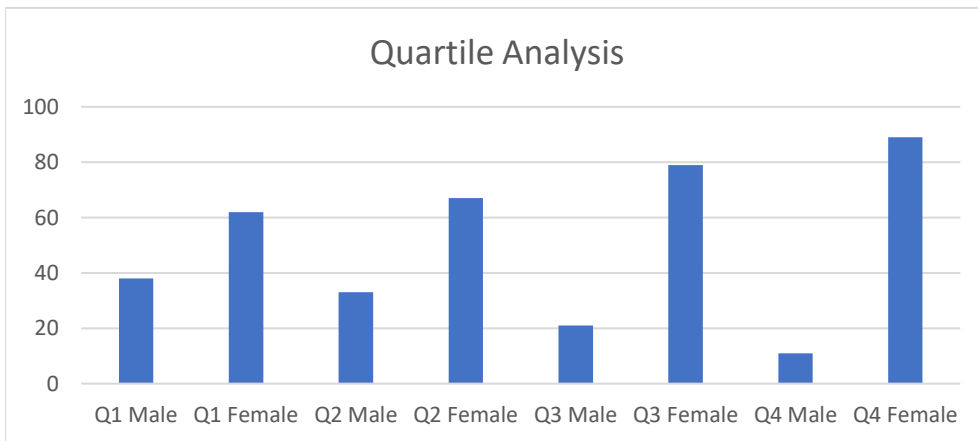
**Upper Quartile**



62% Female 38% Male

**Gender Pay Gap Quartile Chart**

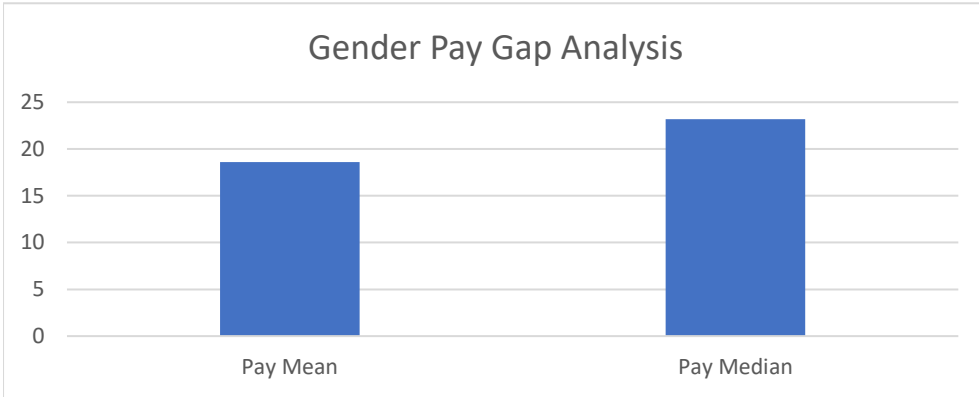
Year	Q1 Male	Q1 Female	Q2 Male	Q2 Female	Q3 Male	Q3 Female	Q4 Male	Q4 Female
2024	38	62	33	67	21	79	11	89



# Gender Pay Gap Analysis

## Gender Pay Gap Chart

Year	Pay Mean	Pay Median
2024	18.6	23.2



Requirements:

1	<b>Mean Hourly Rate of Pay for all Male Full Pay Relevant Employees</b>	<b>£25.97</b>
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Total Full Pay Relevant Males 103

Total Sum Full Pay Relevant Males £2,675.16

2	<b>Mean Hourly Rate of Pay for all Female Full Pay Relevant Employees</b>	<b>£21.14</b>
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Total Full Pay Relevant Females 297

Total Sum Full Pay Relevant Females £6,279.32

3	<b>Median Hourly Rate of Pay for all Male Full Pay Relevant Employees</b>	<b>£24.37</b>
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Total Full Pay Relevant Males 103

MaxFull Pay Relevant Male £71.33

MinFull Pay Relevant Male £10.96

4	<b>Median Hourly Rate of Pay for all Female Full Pay Relevant Employees</b>	<b>£18.71</b>
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Total Full Pay Relevant Females 297

MaxFull Pay Relevant Female £56.75

MinFull Pay Relevant Female £11.94

5	<b>Mean Bonus Pay for all Male Relevant Employees</b> <i>-(Not calculated as None in Org)</i>	<b>£0.00</b>
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6	<b>Mean Bonus Pay for all Female Relevant Employees</b> <i>-(Not calculated as None in Org)</i>	<b>£0.00</b>
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7	<b>Median Bonus Pay for all Male Relevant Employees</b> <i>-(Not calculated as None in Org)</i>	<b>£0.00</b>
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8	<b>Median Bonus Pay for all Female Relevant Employees</b> <i>-(Not calculated as None in Org)</i>	<b>£0.00</b>
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9	<b>Mean Gender Pay Gap</b>	<b>18.6</b> %
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$((\text{Row 1} - \text{Row 2}) / \text{Row 1}) * 100$

10	<b>Median Gender Pay Gap</b>	<b>23.2</b> %
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$((\text{Row 3} - \text{Row 4}) / \text{Row 3}) * 100$

11	<b>Mean Bonus Gender Pay Gap</b> <i>-(Not calculated as None in Org)</i>	<b>£0.00</b>
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$((\text{Row 5} - \text{Row 6}) / \text{Row 5}) * 100$

12	<b>Median Bonus Gender Pay Gap</b> <i>-(Not calculated as None in Org)</i>	<b>£0.00</b>
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$((\text{Row 7} - \text{Row 8}) / \text{Row 7}) * 100$

13	<b>Proportion of Males receiving a Bonus payment</b> <i>-(Not calculated as None in Org)</i>	<b>£0.00</b>
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$(A / B) * 100$

*A = number of male relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date = 0*

*B = the number of male relevant employees = 103*

14	<b>Proportion of Females receiving a Bonus payment</b> <i>-(Not calculated as None in Org)</i>	<b>£0.00</b>
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$(C / D) * 100$

*C = number of female relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date, and; 0*

*D = the number of female relevant employees = 297*

15	<b>UPPER hourly pay quarter - % of Males</b>	<b>38</b> %
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$(E / G) * 100$

*E = the number of male full-pay relevant employees in the first quartile = 38*

*G = the total number of full-pay relevant employees in the quartile = 100*

16	<b>UPPER hourly pay quarter - % of Females</b>	<b>62</b> %
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$(F / G) * 100$

*F = the number of female full-pay relevant employees in the first quartile = 62*

*G = the total number of full-pay relevant employees in the quartile = 100*

17	<b>UPPER MIDDLE hourly pay quarter - % of Males</b>	<b>33</b>
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$(H / K) * 100$

*H = the number of male full-pay relevant employees in the second quartile = 33*

*K = the total number of full-pay relevant employees in the quartile = 100*

18	<b>UPPER MIDDLE hourly pay quarter - % of Females</b>	<b>67</b>
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$(J / K) * 100$

*J = the number of female full-pay relevant employees in the second quartile = 67*

*K = the total number of full-pay relevant employees in the quartile = 100*

19	<b>LOWER MIDDLE hourly pay quarter - % of Males</b>	<b>21</b>
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$(L / N) * 100$

*L = the number of male full-pay relevant employees in the third quartile = 21*

*N = the total number of full-pay relevant employees in the quartile = 100*

20	<b>LOWER MIDDLE hourly pay quarter - % of Females</b>	<b>79</b>	$(M / N) \times 100$
	<i>M = the number of female full-pay relevant employees in the third quartile = 79</i> <i>N = the total number of full-pay relevant employees in the quartile = 100</i>		
21	<b>LOWER hourly pay quarter - % of Males</b>	<b>11</b>	$(P / R) \times 100$
	<i>P = the number of male full-pay relevant employees in the fourth quartile = 11</i> <i>R = the total number of full-pay relevant employees in the quartile = 100</i>		
22	<b>LOWER hourly pay quarter - % of Females</b>	<b>89</b>	$(Q / R) \times 100$
	<i>Q = the number of female full-pay relevant employees in the fourth quartile = 89</i> <i>R = the total number of full-pay relevant employees in the quartile = 100</i>		