

Gender Pay Gap Summary – March 2022

Date:	10 th February 2023							
Period:	As at 31 st March 2022							
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Date for review:	2022							
Mean Pay:	The mean gender pay gap is the difference between the:							
	<ul style="list-style-type: none">mean (average) gross hourly pay of female employees (taken as a single group); andmean (average) gross hourly pay of male employees (taken as a single group).							
	Calculate the percentage difference.							
	Female		Male		Difference (%)		Comments / narrative	
	£15.34		£16.60		7.59%			
Median Pay:	The median gender pay gap is the difference between the:							
	<ul style="list-style-type: none">The mid-point (median) gross hourly pay of female employees (taken as a single group); andThe mid-point (median) gross hourly pay of male employees (taken as a single group).							
	Calculate the percentage difference.							
	Female		Male		Difference (%)		Comment/narrative for internal purposes and/or for publication	
	£15.57		£16.75		7.04%			
Pay quartiles:	Divide your overall pay range into four equal * quarters giving you 4 pay bands or 'quartiles'.							
	Calculate the number of men and women in each quartile.							
	*Each quartile contains an equal number of employees.							
	The gender split in each pay quartile:							
	1st Quartile		2nd Quartile		3rd Quartile		4th Quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
	73.07%	26.93%	65.19%	34.80%	60.77%	39.22%	56.59%	43.40%
Bonus Pay:	The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months [preceding 31 March].							
	Female (%)		Male (%)		Comments/narrative			
	2.12%		0.53%					
Mean Bonus Pay:	<ul style="list-style-type: none">The mean gender bonus pay gap is the difference between the:mean (average) gross bonus pay of female employees (taken as a single group); and							

	<ul style="list-style-type: none"> mean (average) gross bonus pay of male employees (taken as a single group) during the 12 months preceding [31 March] 			
	Calculate the percentage difference.			
	Female	Male	Difference (%)	Comments/narrative
	£2,311	£3,053	32.10%	
Median Bonus Pay:	<ul style="list-style-type: none"> The median gender bonus pay gap is the difference between the: midpoint bonus pay of female employees (taken as a single group); and midpoint bonus pay of male employees (taken as a single group) during the 12 months preceding [31 March] 			
	Calculate the percentage difference.			
	Female	Male	Difference (%)	Comments/narrative
	£2,220	£2,520	-11.90%	