

Gender Pay Gap - March 2017
Summary Sheet

Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)		
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100	26.2%		
Median hourly rate (as above calc but for median hourly rates)	17.1%		
Pay Quartile Information			
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	75%	25%	100%
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	91%	9%	100%
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	87%	13%	100%
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	91%	9%	100%
Bonus pay	Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus		
Mean bonus	0.0%		
Median bonus	0.0%		
Bonuses paid			
Women paid bonus as % of all women	0%		
Men paid bonus as % of all men	0%		

Notes

Mean male hourly rate = £16.6741
Mean female hourly rate = £12.2983
Difference = £4.3758

Median male hourly rate = 10.9771
Median female hourly rate = 9.095
Difference = £1.8821

Quartiles (Appointment numbers)	Male	Female	Total Full-pay relevant employees
Upper	17	52	69
Upper middle	6	64	70
Lower middle	9	60	69
Lower	6	64	70
	<u>38</u>	<u>240</u>	<u>278</u>