

Appendix 1 – Gender Pay Gap results

Data Set G1 – Mean Hourly rate

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|---------------------------------------|--------|
| Males | £19.23 |
| Females | £18.50 |
| Difference in mean hourly rate of pay | 3.8% |

Data Set G2 – Median Hourly rate

| | |
|---------------------------------------|--------|
| Males | £16.89 |
| Females | £16.30 |
| Difference in mean hourly rate of pay | 3.5% |

Data Set G3 – Mean Bonus Pay

| | |
|------------------------------|-----------|
| Males | £2,753.33 |
| Females | £2,651.11 |
| Difference in mean bonus pay | 3.9% |

Data Set G4 – Median Bonus Pay

| | |
|--------------------------------|-----------|
| Males | £3,000.00 |
| Females | £3,000.00 |
| Difference in median bonus pay | 0.0% |

Data Set G5 – Proportion of male and female employees who received bonus pay

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|---|------|
| Proportion of male employees receiving bonus pay: | 1.4% |
| Proportion of female employees receiving bonus pay: | 3.9% |

Data Set G6

| Proportion of male and female employees according to quartile bands | Male | Female | Proportion of males in each band | Proportion of females in each Band | Hourly rate range |
|---|------|--------|----------------------------------|------------------------------------|-------------------|
| Lower | 180 | 492 | 26.79% | 73.21% | £6.40 - £12.88 |
| Lower Middle | 153 | 520 | 22.73% | 77.27% | £12.91 - £16.35 |
| Upper Middle | 165 | 505 | 24.63% | 75.37% | £16.36 - £22.72 |
| Upper Quartile | 194 | 478 | 28.87% | 71.13% | £22.72 - £89.46 |