

Data Set D1 – Mean Hourly rate

Non-Disabled	£18.26
Disabled	£18.28
Difference in mean hourly rate of pay	- 0.1%

Data Set D2 – Median Hourly rate

Non-Disabled	£15.94
Disabled	£16.07
Difference in mean hourly rate of pay	- 0.8%

Data Set D3 – Mean Bonus Pay

Non-Disabled	£2,651.02
Disabled	£2,800.00
Difference in mean bonus pay	- 5.3%

Data Set D4 – Median Bonus Pay

Non-Disabled	£3,000.00
Disabled	£3,000.00
Difference in median bonus pay	0.0%

Data Set D5 – Proportion of Non-Disabled and Disabled employees who received bonus pay

Proportion of Non-Disabled employees receiving bonus pay:	3.9%
Proportion of Disabled employees receiving bonus pay:	2.3%

Data Set D6

Proportion of Non-Disabled and Disabled employees according to quartile bands	Non-Disabled	Disabled	Proportion of Non-Disabled employees in each band	Proportion of Disabled employees in each Band
Lower	376	43	56.0%	6.4%
Lower Middle	392	41	58.2%	6.1%
Upper Middle	353	40	52.5%	5.9%
Upper Quartile	323	37	48.1%	5.5%