

Appendix 4

Data Set D1 – Mean Hourly rate

Non-Disabled	£19.95
Disabled	£19.50
Difference in mean hourly rate of pay	2.2%

Data Set D2 – Median Hourly rate

Non-Disabled	£17.74
Disabled	£17.13
Difference in mean hourly rate of pay	- 0.8%

Data Set D3 – Mean Bonus Pay

Non-Disabled	£2,858.99
Disabled	£3,000
Difference in mean bonus pay	- 4.7%

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:	4.7%
Proportion of Disabled employees receiving bonus pay:	3.0%

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	374	47	88.8%	11.2%
Lower Middle	350	48	87.9%	12.1%
Upper Middle	360	49	88.0%	12.0%
Upper Quartile	334	37	90.0%	10.0%