

Mean Gender Pay Gap

Based on 2,796 paid individuals within pay period of 30/03/17 to 05/04/18

$$\text{Mean Gender Pay Gap} = \frac{(A - B)}{A} \times 100$$

$$\text{-23.15\% Female Dominance} = \frac{\pounds 14.90 - \pounds 18.35}{\pounds 14.90} \times 100$$

A = Mean hourly pay rate of all MALE employees

B = Mean hourly pay rate of all FEMALE employees

Express as percentage of mean gender pay gap

Median Gender Pay Gap

Based on 2,796 paid individuals within pay period of 30/03/17 to 05/04/18

$$\text{Median Gender Pay Gap} = \frac{(A - B)}{\frac{(A + B)}{2}} \times 100$$

$$\text{-6.95\% Female Dominance} = \frac{\pounds 13.09 - \pounds 14.00}{\frac{\pounds 13.09 + \pounds 14.00}{2}} \times 100$$

A = Median hourly pay rate of all MALE employees

B = Median hourly pay rate of all FEMALE employees

Express as percentage of median gender pay gap

Quartile Calculations

Based on 2,796 paid individuals within pay period of 30/03/17 to 05/04/18 (M:2737 and F:59)

Of the 699 employees in the LOWER QUARTILE, 686 are MALE and 13 are FEMALE. This means that 98.14% are MALE and 1.86% are FEMALE

Of the 699 employees in the LOWER MIDDLE QUARTILE, 687 are MALE and 12 are FEMALE. This means that 98.28% are MALE and 1.72% are FEMALE

Of the 699 employees in the UPPER MIDDLE QUARTILE, 684 are MALE and 15 are FEMALE. This means that 97.85% are MALE and 2.15% are FEMALE

Of the 699 employees in the UPPER QUARTILE, 680 are MALE and 19 are FEMALE. This means that 97.28% are MALE and 2.72% are FEMALE