

## Mean Gender Pay Gap

Based on 2,988 paid individuals within pay period of 04/04/18 to 10/04/18

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

$$\text{-12.90\% Female Dominance} = \frac{\pounds 16.13 - \pounds 18.21}{\pounds 16.13} \times 100$$

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 2,988 paid individuals within pay period of 04/04/18 to 10/04/18

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

$$\text{-1.28\% Female Dominance} = \frac{\pounds 14.81 - \pounds 15.00}{\pounds 14.81} \times 100$$

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 2,988 paid individuals within pay period of 04/04/18 to 10/04/18

Males: 2,944 (98.53%)    Females: 44 (1.47%)

Of the 747 employees/paid contractors in the LOWER QUARTILE, 734 are MALE and 13 are FEMALE. This means that 98.26% are MALE and 1.74% are FEMALE

Of the 747 employees/paid contractors in the LOWER MIDDLE QUARTILE, 740 are MALE and 7 are FEMALE. This means that 99.06% are MALE and 0.94% are FEMALE

Of the 747 employees/paid contractors in the UPPER MIDDLE QUARTILE, 737 are MALE and 10 are FEMALE. This means that 98.66% are MALE and 1.34% are FEMALE

Of the 747 employees/paid contractors in the UPPER QUARTILE, 733 are MALE and 14 are FEMALE. This means that 98.13% are MALE and 1.87% are FEMALE