Gender Pay Gap 2022/23 Report - Analysis of Findings

Mean Gender Pay Gap

Based on **2,423** paid individuals' rates of pay within pay period of **04/04/22** to **08/04/22**

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

A = Mean hourly pay rate of all MALE employees

B = Mean hourly pay rate of all FEMALE employees

-21.25% = $\frac{£23.43 \quad £28.41}{£23.43} \times 100$

Express as percentage of Mean gender pay gap

Female Dominance

Median Gender Pay Gap

Based on **2,423** paid individuals' rates of pay within pay period of **04/04/22** to **08/04/22**

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

A = Median hourly pay rate of all MALE employees

B = Median hourly pay rate of all FEMALE employees

21.20% = $\frac{£19.67 \quad £15.50}{£19.67} \times 100$

Express as percentage of Median gender pay gap

Male Dominance

Quartile Calculations

Based on **2,423** paid individuals' rates of pay within pay period of **04/04/22** to **08/04/22**

Males: 2,320 (95.75%) **Females: 103 (4.25%)**

Of the **606** employees/paid contractors in the **LOWER QUARTILE**, **554** are **MALE** and **52** are **FEMALE**.
This means that **91.42%** are **MALE** and **8.58%** are **FEMALE**

Of the **606** employees/paid contractors in the **LOWER MIDDLE QUARTILE**, **599** are **MALE** and **7** are **FEMALE**.
This means that **98.84%** are **MALE** and **1.16%** are **FEMALE**

Of the **606** employees/paid contractors in the **UPPER MIDDLE QUARTILE**, **598** are **MALE** and **8** are **FEMALE.**
This means that **98.68%** are **MALE** and **1.32%** are **FEMALE**

Of the **605** employees/paid contractors in the **UPPER QUARTILE**, **569** are **MALE** and **36** are **FEMALE.**
This means that **94.05%** are **MALE** and **5.95%** are **FEMALE**