Gender Pay Gap 2023 - 2024 Report - Analysis of Findings

Mean Gender Pay Gap

Based on **3,107** paid individuals' rates of pay within pay period of **03/04/23** to **07/04/23**

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

-24.31% = $\frac{£22.75 - £28.28}{£22.75} \times 100$

Female Dominance

Express as percentage of Mean gender pay gap

Median Gender Pay Gap

Based on **3,107** paid individuals' rates of pay within pay period of **03/04/23** to **07/04/23**

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

-0.39% = $\frac{£18.00 - £18.07}{£18.00} \times 100$

Female Dominance

Express as percentage of Median gender pay gap

Quartile Calculations

Based on **3,107** paid individuals' rates of pay within pay period of **03/04/23** to **07/04/23**

Males: 3,000 (96.56%) **Females: 107 (3.44%)**

Of the **777** employees/paid contractors in the **LOWER QUARTILE**, 740 are MALE and 37 are FEMALE.
This means that 95.24% are MALE and 4.76% are FEMALE

Of the **777** employees/paid contractors in the **LOWER MIDDLE QUARTILE**, 761 are MALE and 16 are FEMALE.
This means that 97.94% are MALE and 2.06% are FEMALE

Of the **777** employees/paid contractors in the **UPPER MIDDLE QUARTILE**, 765 are MALE and 12 are FEMALE.
This means that 98.46% are MALE and 1.54% are FEMALE

Of the **776** employees/paid contractors in the **UPPER QUARTILE**, 734 are MALE and 42 are FEMALE.
This means that 94.59% are MALE and 5.41% are FEMALE