

Gender Pay Gap Reporting							
Statutory part of template (data that must be provided under the Equalities Act)				Additional data			
<b>Pay rates</b>		<b>Gender pay gap - the difference between</b>		<b>Gender pay</b>	<b>Hourly rate</b>	<b>Hourly rate of</b>	<b>Difference £</b>
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100		6.8%		93.3%	21.95	23.54	1.59
Median hourly rate (as above calc but for median hourly rates)		15.8%		84.2%	19.65	23.34	3.69
<b>Pay Quartile Information</b>				<b>Workforce composition</b>			
<b>Pay quartiles</b>		<b>Women</b>	<b>Men</b>	<b>Total</b>	<b>Women</b>	<b>Men</b>	<b>Total headcount</b>
Proportion of women and men in the <b>upper quartile</b> (paid		89%	11%	100%	25	3	28
Proportion of women and men in the <b>upper middle quartile</b>		79%	21%	100%	23	6	29
Proportion of women and men in the <b>lower middle quartile</b>		100%	0	100%	29	0	29
Proportion of women and men in the <b>lower quartile</b> (paid below		83%	17%	100%	24	5	29
<b>Bonus pay</b>		<b>Bonus Gender Pay Gap - the difference</b>		<b>Bonus</b>	<b>Bonus pay of</b>	<b>Bonus pay of</b>	<b>Difference £</b>
Mean bonus		Not applicable		Not applicable			N/A
Median bonus		Not applicable		Not applicable			N/A
<b>Bonuses paid</b>							
Women paid bonus as % of all women		Not applicable					
Men paid bonus as % of all men		Not applicable					
Note casuals have been excluded from analysis. Employees who did not receive full pay in the period have also been excluded (as per the regulations)							
Data is at 31/3/17 which is the snapshot date for public sector organisations as required by the regulations							