

GENDER PAY GAP REPORTING**March 2018**

The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings.

Item	Definition	Figures		
Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees	17.9%		
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full pay relevant employees and female full pay relevant employees	22.6%		
Quartile Pay Bands	The proportion of male and female full pay employees in the lower, lower middle, upper middle and upper quartile pay bands.	Lower Lower Middle Upper Middle Upper	Male 26% 19% 34% 39%	Female 74% 81% 66% 61%
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	None paid		
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	None paid		
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.	None paid		

Narrative:

In addition the staff are 30% male and 70% female. This is a starting point. There will be further work to identify the reasons for the gap and the strategies for change.