

Figures to publish March 2020

Mean gender pay gap	6.72%
Median gender pay gap	3.88%
Mean bonus gender pay gap	n/a - no bonuses paid
Median bonus gender pay gap	n/a - no bonuses paid
Proportion of males receiving a bonus	n/a - no bonuses paid
Proportion of females receiving a bonus	n/a - no bonuses paid
Proportion of males and females in each	see table

Quartile Percentages			
	% Female	% Male	Grand Total
Lower Quartile	94.12%	5.88%	100.00%
Lower Middle Quartile	94.03%	5.97%	100.00%
Upper Middle Quartile	89.71%	10.29%	100.00%
Upper Quartile	88.06%	11.94%	100.00%
All Staff	91.48%	8.52%	100.00%

Detail for figures to publish

Pay Gap			
	Female	Male	Pay Gap
Mean	£13.54	£14.52	6.72%
Median	£10.13	£10.54	3.88%

Quartile Numbers			
	Female	Male	Grand Total
Lower Quartile	64	4	68
Lower Middle Quartile	63	4	67
Upper Middle Quartile	61	7	68
Upper Quartile	59	8	67
Grand Total	247	23	270

- an increase compared to 2019
 - a slight increase compared to 2019

- higher female % than 2019
 - lower female % than 2019
 - lower female % than 2019

With no other changes, average pay increases slightly with each pay increase
 Male mean pay increased by more

- fall in male staff vs 2019
 - rise in male staff vs 2019

Figures for last year March 2019

Mean gender pay gap	-0.79%
Median gender pay gap	3.32%
Mean bonus gender pay gap	n/a - no bonuses paid
Median bonus gender pay gap	n/a - no bonuses paid
Proportion of males receiving a bonus	n/a - no bonuses paid
Proportion of females receiving a bonus	n/a - no bonuses paid
Proportion of males and females in each	see table

Quartile Percentages			
	% Female	% Male	Grand Total
Lower Quartile	91.04%	8.96%	100.00%
Lower Middle Quartile	93.94%	6.06%	100.00%
Upper Middle Quartile	92.54%	7.46%	100.00%
Upper Quartile	89.55%	10.45%	100.00%
Grand Total	91.76%	8.24%	100.00%

Detail

Pay Gap			
	Female	Male	Pay Gap
Mean	£13.26	£13.15	-0.79%
Median	£9.77	£10.11	3.32%

Quartile Numbers			
	Female	Male	Grand Total
Lower Quartile	61	6	67
Lower Middle Quartile	62	4	66
Upper Middle Quartile	62	5	67
Upper Quartile	60	7	67
Grand Total	245	22	267

Difference	
	7.51%
	0.56%

Diff F	Diff M
3.07%	-3.07%
0.09%	-0.09%
-2.83%	2.83%
-1.49%	1.49%
-0.28%	0.28%

Diff F	Diff M	% Diff F	% Diff M
£0.28	£1.36	2.14%	10.36%
£0.35	£0.43	3.62%	4.23%

Diff F	Diff M	% Diff F	% Diff M
3	-2	4.92%	-33.33%
1	0	1.61%	0.00%
-1	2	-1.61%	40.00%
-1	1	-1.67%	14.29%
2	1	0.82%	4.55%