

Gender Pay Report

Date:	Snap shot date: 31 March 2017			
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Mean Pay:	The mean gender pay gap is the difference between the:			
	<ul style="list-style-type: none"> • mean (average) gross hourly pay of female employees (taken as a single group); and • mean (average) gross hourly pay of male employees (taken as a single group). 			
	Calculate the percentage difference.			
	Female	Male	Difference	% gender pay gap
	15.04	16.40	1.36	8.29%
Median Pay:	The median gender pay gap is the difference between the:			
	<ul style="list-style-type: none"> • The mid-point (median) gross hourly pay of female employees (taken as a single group); and • The mid-point (median) gross hourly pay of male employees (taken as a single group). 			
	Calculate the percentage difference.			
	Female	Male	Difference	% gender pay gap
	14.90	16.63	1.73	10.4%

Pay quartiles:	Divide your overall pay range into four equal quarters giving you 4 pay bands or 'quartiles'.							
	Calculate the number of men and women in each quartile.							
	*Each quartile contains an equal number of employees.							
	The gender split in each pay quartile:							
	1 st Quartile Lower pay		2 nd Quartile		3 rd Quartile		4 th Quartile Upper pay	
Female	Male	Female	Male	Female	Male	Female	Male	
91	19	75	34	74	35	74	36	
%	82.73	17.27	68.81	31.19	67.89	32.11	67.27	32.73