



# Gender Pay Gap Report 2018

## Background

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees, in England, Wales and Scotland are required to publish their overall mean and median gender pay gaps each year. The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work. The gender pay gap is defined as the difference between the median (actual mid-point) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earning. See the formula for calculation Gender Pay Gap calculation below.

$$\text{Gender Pay Gap} = \frac{\text{Hourly Rate (Men)} - \text{Hourly rate (Women)}}{\text{Hourly Rate (Men)}} \times 100$$

**Mean Average** (sum of hourly rates / number of employees)

**Median Middle** value of an ordered set of data

**Snapshot Date: 31/03/18**

## Difference in mean and median hourly rate of pay

	Difference in Mean Pay	Difference in Median Pay
Male	14.55	12.82
Female	12.53	8.73
Gap	-2.02	-4.09

## Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Proportion receiving a bonus Male employees (% paid a bonus compared to all male employees)	Nil
Female employees (% paid a bonus compared to all female employees)	Nil