Gender Pay Data at 31 March 2023

From April 2017, under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory gender pay gap calculations every year. We are required to calculate the following gender pay data:

* Gender pay gap (mean and median averages)
* Gender bonus gap (mean and median averages)
* Proportion of men and women receiving bonuses
* Proportion of men and women in each quartile of the organisation’s pay structure.

We are required to publish this data on our own website and the Gender Pay Gap service government website. The deadline for March 2023 data publication is 30 March 2024.

2023 salary data will be based on the snapshot date of 31 March 2023.

2023 bonus data will include all bonus payments made in the 12 months up to and including the snapshot date of 31 March 2023.

# Data

* The difference between the mean hourly rate of pay for a female employee and a male employee is **3.68%**
* The difference between the median hourly rate of pay for a male employee and a female employee is **1.06%**
* The difference between the mean bonus paid to male employees and female employees is **27%**
* The difference between the median bonus paid to male employees and female employees is **36%**
* The proportion of male employees who were paid bonus pay is **24.83%**
* The proportion of female employees who were paid bonus pay is **41.76%**
* The proportion of male and female in the lower, lower middle, upper middle and upper quartile pay bands as per table below;

| **Quartile** | **Lower** | **Lower middle** | **Upper middle** | **Upper** |
| --- | --- | --- | --- | --- |
| **% Males** | 68 % | 37% | 55% | 53% |
| **% Females** | 32 % | 63% | 45% | 47% |

# Explanatory notes

The mean hourly rate of pay has changed from 5.51% to 3.68% in favour of women.

The median hourly rate of pay has changed from 4.75% in favour of women to 1.06% in favour of men.