

Annex 2 Gender Pay Gap Analysis

Proposed Government measures	2016	
Gender pay gap based on gross hourly pay (mean)*	£4.29	
*Males are paid this amount more than females, on average		
Gender pay gap based on gross hourly pay (median)*	£7.23	
*Males are paid this amount more than females, on average		
	Female	Male
Proportions in Quartile 1	73%	27%
Proportions in Quartile 2	81%	19%
Proportions in Quartile 3	55%	45%
Proportions in Quartile 4	42%	58%

Proposed Government measures	2015	
Gender pay gap based on gross hourly pay (mean)*	£4.60	
*Males are paid this amount more than females, on average		
Gender pay gap based on gross hourly pay (median)*	£7.28	
*Males are paid this amount more than females, on average		
	Female	Male
Proportions in Quartile 1	80%	20%
Proportions in Quartile 2	77%	23%
Proportions in Quartile 3	56%	44%
Proportions in Quartile 4	41%	59%

Analysis (2016)			
All staff	Female	Male	Gap
£15.97	£14.38	£18.67	23.0%
£13.58	£12.13	£19.37	37.3%
	Total	Female	Male
Quartile 1	62	45	17
Quartile 2	70	57	13
Quartile 3	65	36	29
Quartile 4	67	28	39

Analysis (2015)			
All staff	Female	Male	Gap
£15.67	£14.03	£18.62	24.7%
£13.76	£11.70	£18.98	38.4%
	Total	Female	Male
Quartile 1	69	55	14
Quartile 2	78	60	18
Quartile 3	63	35	28
Quartile 4	66	27	39

Additional data	2016					2015				
	Total	Female	Male	Gap £	Gap %	Total	Female	Male	Gap £	Gap %
Employees - number	264	166	98			276	177	99		
Employees - percentage		63%	37%				64%	36%		
Full-time employees - number	168	78	90			169	81	88		
Full-time employees - percentage	64%	46%	54%			61%	48%	52%		
Part-time employees - number	96	88	8			107	96	11		
Part-time employees - percentage	36%	92%	8%			39%	90%	10%		
Full-time average hourly pay (median)	£16.75	£12.73	£19.37	£6.64	34.3%	£16.66	£13.32	£18.98	£5.67	29.9%
Part-time average hourly pay (median)	£11.29	£11.29	£9.91	-£1.39	-14.0%	£11.07	£11.07	£16.66	£5.59	33.5%
Full-time average hourly pay (mean)	£17.63	£15.86	£19.17	£3.30	17.2%	£17.44	£15.59	£19.03	£3.44	18.1%
Part-time average hourly pay (mean)	£13.07	£13.06	£13.13	£0.07	0.5%	£12.93	£12.71	£15.36	£2.65	17.3%