

Annex 1

Gender Pay Gap Analysis 2018

Mean hourly rates	2016/17
Male mean hourly rate	19.2234728
Female mean hourly rate	14.6215601
Difference in hourly rate	4.6019126
Mean gender pay gap in hourly rate as a percentage of men's pay	23.9%

Median hourly rates	2016/17
Male median hourly rate	17.9558869
Female median hourly rate	11.9229630
Difference in hourly rate	6.0329239
Median gender pay gap in hourly rate as a percentage of men's pay	33.6%

Proportions in upper quartile	2016/17
No of males	36
Percentage of males in the quartile	56.3%
No of females	28
Percentage of females in the quartile	43.8%

Proportions in upper middle quartile	2016/17
No of males	27
Percentage of males in the quartile	42.9%
No of females	36
Percentage of females in the quartile	57.1%

Proportions in lower middle quartile	2016/17
No of males	17
Percentage of males in the quartile	26.6%
No of females	47
Percentage of females in the quartile	73.4%

Proportions in lower quartile	2016/17
No of males	12
Percentage of males in the quartile	19.9%
No of females	51
Percentage of females in the quartile	81.0%