# Gender Pay Gap as at March 2024

Hourly Pay Gap (Median)

Median arranges data in ascending order and takes the middle value
e.g. in a range with 101 values, the median (or middle) would be the 51st value

	Male	Female
Actual Hourly	£ 19.73	£ 17.26
£1 conversion	£ 1.00	£ 0.87

Median gender pay gap is 12.5%

Based on the median value, the gender pay gap is 12.5%. This means mean pay for female employees is 12.5% **lower** than mean pay for males
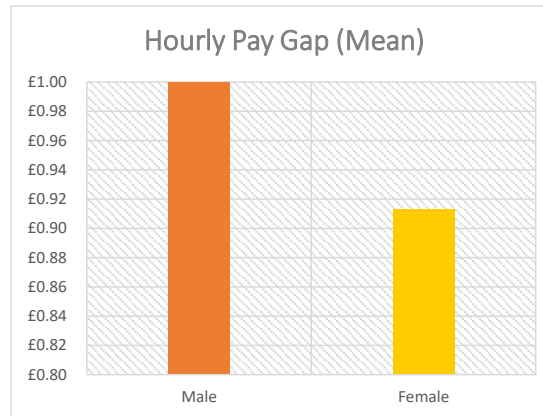

Hourly Pay Gap (Median)
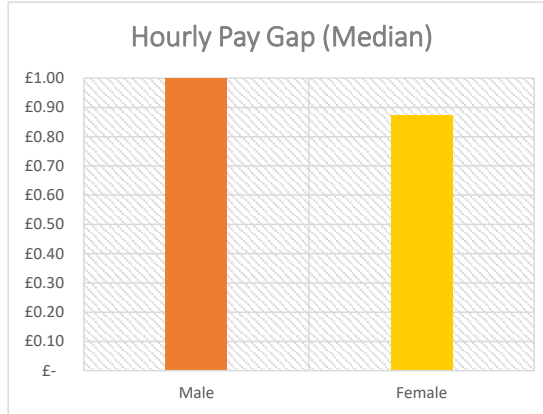
Hourly Pay Gap (Mean)

Mean is the average of a data range
e.g. in a range containing 100,200,300, the mean is (100+200+300)/3=200

	Male	Female
Actual Hourly	£ 22.05	£ 20.13
£1 conversion	£ 1.00	£ 0.91

Mean gender pay gap is 8.7%

Based on the median value, the gender pay gap is 8.7%. This means mean pay for female employees is 8.7% **lower** than mean pay for males


Hourly Pay Gap (Mean)

Quartile Analysis

Quartile reporting is splitting data into quarters or 25% segments and reporting on the composition of each one.

In every quartile, from lower to upper, there are more female employees which is representative of the sector.
Due to the higher concentration of females in the lowest pay quartile (Q4), whereas male employees are much more concentrated in Q1 to Q3, the mean pay for males is 8.7% higher than females. (See Quartile Graph 1)
The median values also reflect this. As 53% of females fall into Q3/Q4, their median value will be from Q3. As only 44% of males fall into Q3/Q4, the middle value of that population will be taken from Q2, hence the 12.5% median gap between females and males. (see Quartile Graph 2)

Based on total employees - to show quartile split

	Male	Female	Total
Q1 - Upper	38%	62%	100%
Q2 - Upper Middle	31%	69%	100%
Q3 - Lower Middle	33%	67%	100%
Q4 - Lower	21%	79%	100%

Quartile Graph 1 - analysis based on total employees
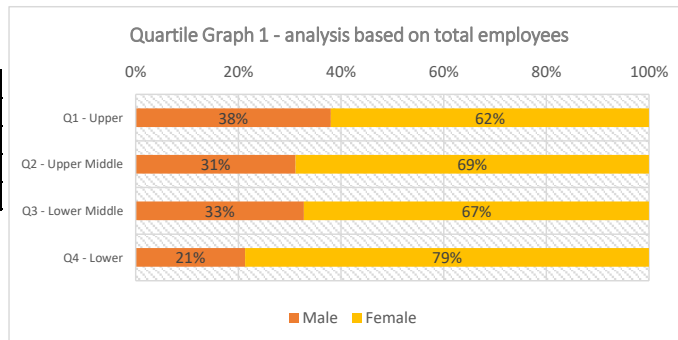
Based on totals of each gender - to show distribution by gender
e.g. Of the total number of female employees, 28% are in Q4

	Male	Female
Q1 - Upper	31%	22%
Q2 - Upper Middle	25%	25%
Q3 - Lower Middle	27%	24%
Q4 - Lower	17%	28%
	100%	100%

Quartile Graph 2 - analysis based on totals of each gender