



Gender Pay Gap Report 2022



GENDER PAY GAP REPORT 2022

	Total Employees		Total Male		Total Female		Hourly Rates (Male)		Hourly Rates (Female)		Hourly Rates (Female v Male)		Percentage	
	FTE	Posts	FTE	Posts	FTE	Posts	Mean	Median	Mean	Median	Mean %	Median %	Male	Female
Q1(upper hourly pay qtr)	41.53	117	20.01	35	21.52	82	£17.94	£18.78	£16.67	£15.86	7.09%	15.55%	29.9%	70.1%
Q2(upper middle hourly pay qtr)	34.43	117	18.47	59	15.96	58	£11.15	£10.91	£10.99	£10.68	1.39%	2.08%	50.4%	49.6%
Q3(lower middle hourly pay qtr)	31.61	117	8.50	39	23.11	78	£10.01	£9.90	£10.05	£9.90	-0.41%	0.00%	33.3%	66.7%
Q4(lower hourly pay qtr)	40.89	116	27.51	64	13.38	52	£9.65	£9.90	£9.86	£9.90	-2.15%	0.00%	55.2%	44.8%
Total	148.47	467	74.50	197	73.97	270	£11.64	£10.11	£12.23	£10.67	-5.01%	-5.48%	42.2%	57.8%