

GENDER PAY REPORTING

As at 31 March 2023 all staff

Male	Female	
Mean Pay per hour	Mean Pay per hour	Difference
£15.78	£13.79	12.61%

* Includes 327 casual female staff and 127 casual male staff

Male	Female	
Median Pay per hour	Median Pay per hour	Difference
£15.39	£11.88	22.81%

Performance Related Payments were made as follows in the year ending 31 March 2022:

£5,766 in total paid to 0 females 0..0% of all Females
£1,280 in total paid to 2 men 0.42 % of all Males

Female Mean bonus pay £0.00
Male Mean bonus pay £2670.50
Female Median bonus pay £0.0019.95
Male Median bonus pay £2670.50

Mean Gender pay gap (bonus) 100.0%
Median Gender pay gap (bonus) 100.0%

Pay Quartiles

Q1		Q2		Q3		Q4	
As % of each quartile							
Male	Female	Male	Female	Male	Female	Male	Female
19.95%	80.05%	26.87%	73.13%	37.50%	62.50%	46.11%	53.89%
(72)	(361)	(97)	(264)	(135)	(225)	(166)	(194)
As % of Gender Per Quartile							
15.32%	29.73%	20.64%	27.16%	28.72%	23.15%	35.32%	19.96%

Gender Pay-Gap Narrative

As at 31st March 2022 the Partnership employed 1,442 staff as follows:

- 972 (68%) were female and 470 (32%) were male
- Of these 1166 were substantive roles with 775 female (67%) and 391 (33%) male
- There were 276 hourly-paid (casual) roles with 197 (71%) female and 79 (29%) male

Although casual roles made up 19.14% of total jobs, the percentage is much less by hours worked as casual staff work part time and/or at certain times of the year (e.g. invigilators).