GAPSQUARE™

XpertHR®

National Lottery Heritage Fund Fund

Gender Pay Gap Reporting

for dataset: March 2022

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Headline Figures

Women's **mean hourly rate** is 12.20% less

Mean pay per hour for men: 22.38   Mean pay per hour for women: 19.65
Difference in pay: 2.73

Women's **median hourly rate** is 8.45% less

Median pay per hour for men: 20.66 Median pay per hour for women: 18.92
Difference in pay: 1.75

Women's **mean bonus pay** is 10.30% less

Women's **median bonus pay** is 0.00% more

Proportion of **women receiving** bonus: 80.38%

Proportion of **men receiving** bonus: 78.26%

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	12.13	12.28	-1.19%	0%	14.77%	85.23%	-8.22%
Lower middle quartile	15.70	16.46	-4.84%	-5.06%	25.00%	75.00%	-1.97%
Upper middle quartile	21.36	21.40	-0.21%	-0.3%	27.27%	72.73%	1.26%
Upper quartile	31.62	31.72	-0.31%	1%	37.93%	62.07%	21.13%

Pay

Women's mean hourly rate is 12.20% less

Mean pay per hour for men: 22.38

Mean pay per hour for women: 19.65

Difference in pay: 2.73

12.20%

Women's median hourly rate is: 8.45% less

Median pay per hour for men: 20.66

Median pay per hour for women: 18.92

Difference in pay: 1.75

8.45%

Gender Pay Gap Report
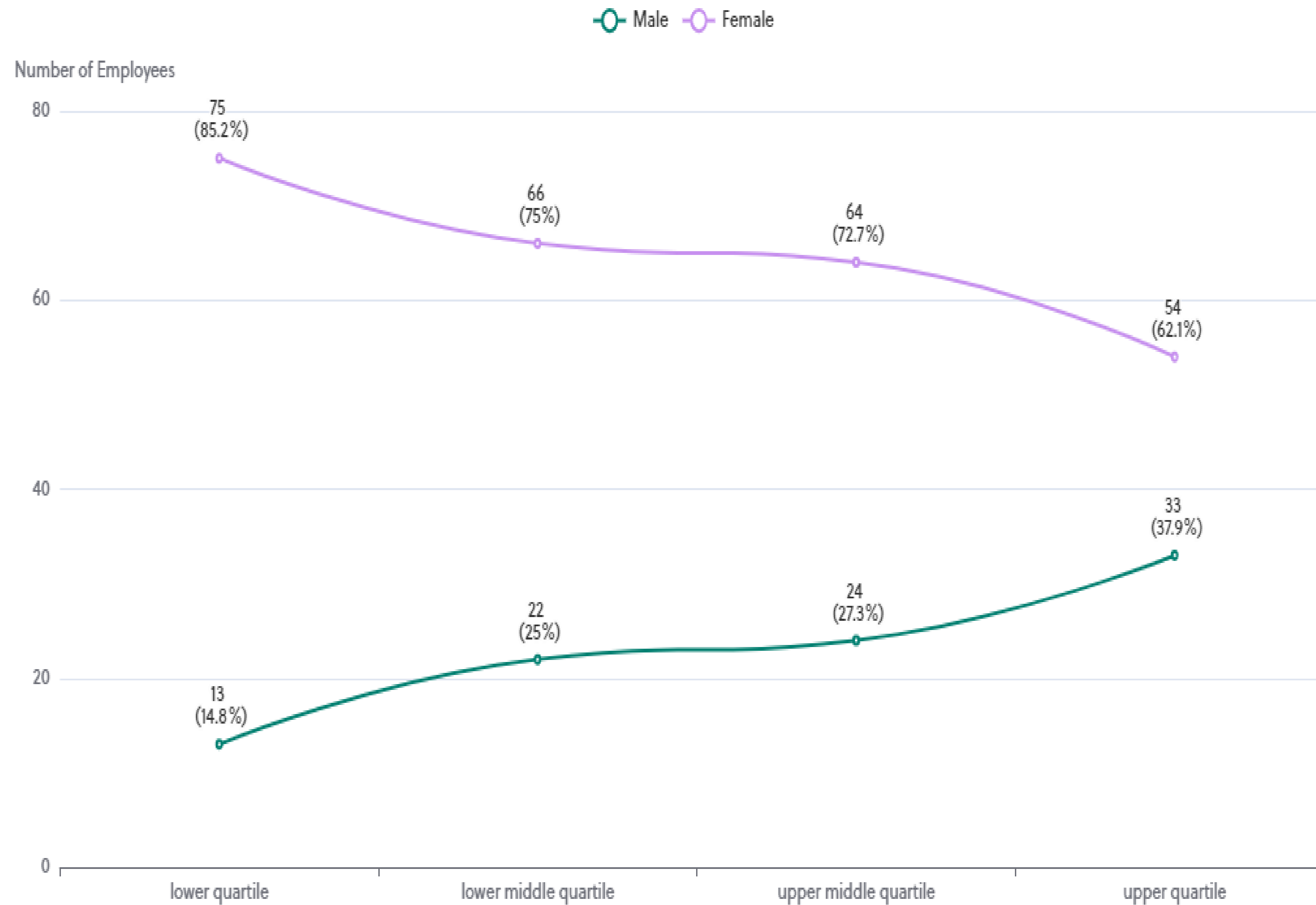
Detailed Report Analysis By Quartiles

| Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	12.13	12.28	-1.19%	0%	14.77%	85.23%	-8.22%
Lower middle quartile	15.70	16.46	-4.84%	-5.06%	25.00%	75.00%	-1.97%
Upper middle quartile	21.36	21.40	-0.21%	-0.3%	27.27%	72.73%	1.26%
Upper quartile	31.62	31.72	-0.31%	1%	37.93%	62.07%	21.13%

Contribution of Each Quartile to the Pay Gap
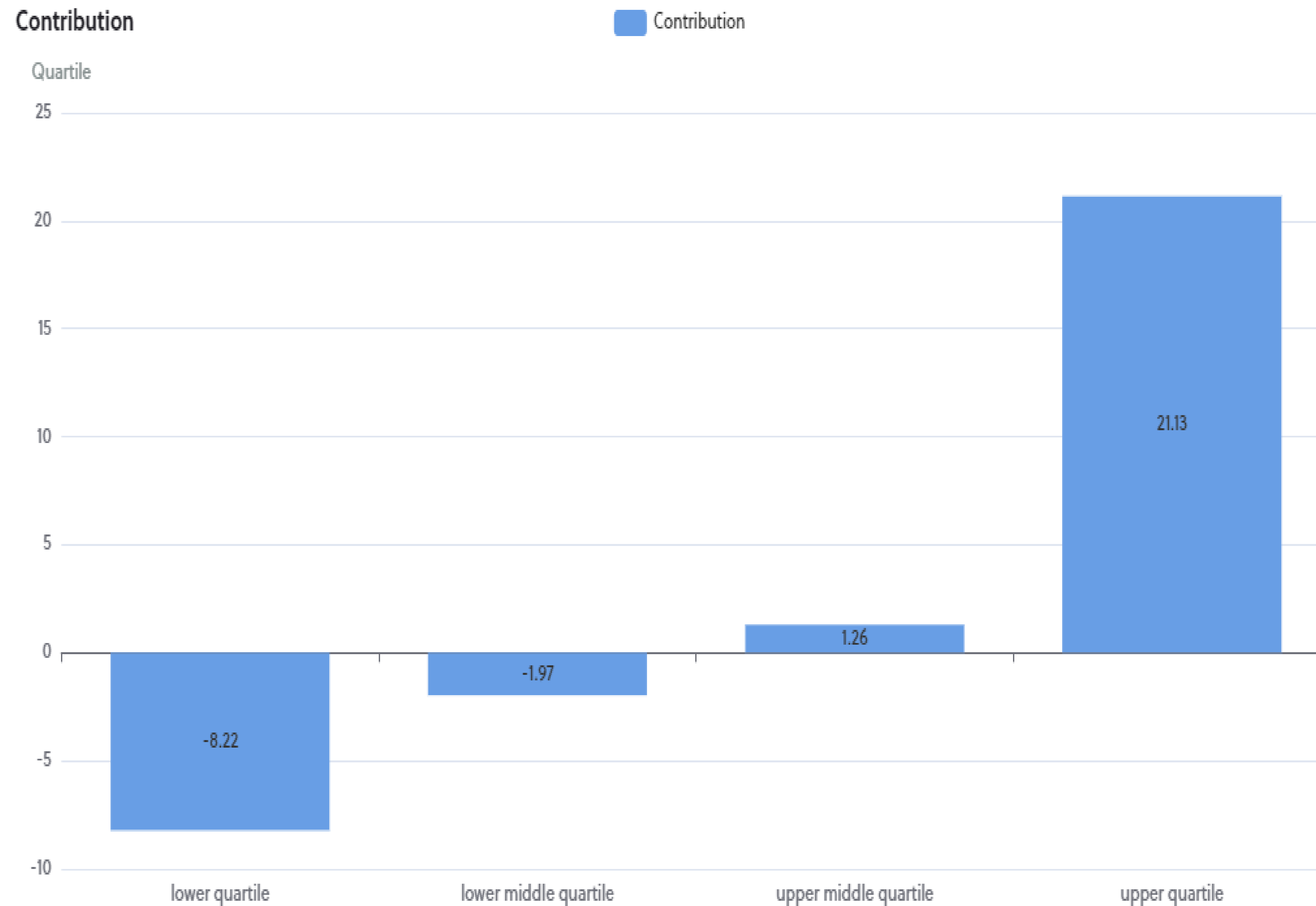
The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards your mean pay gap.

Workforce Representation by Quartiles

—O— Male —O— Female

Number of Employees

80
75
(85.2%)

66
(75%)

64
(72.7%)

54
(62.1%)

60

40
33
(37.9%)

24
(27.3%)

22
(25%)

20

13
(14.8%)

0

lower quartile   lower middle quartile   upper middle quartile   upper quartile

This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.

Pay Gaps by Quartiles
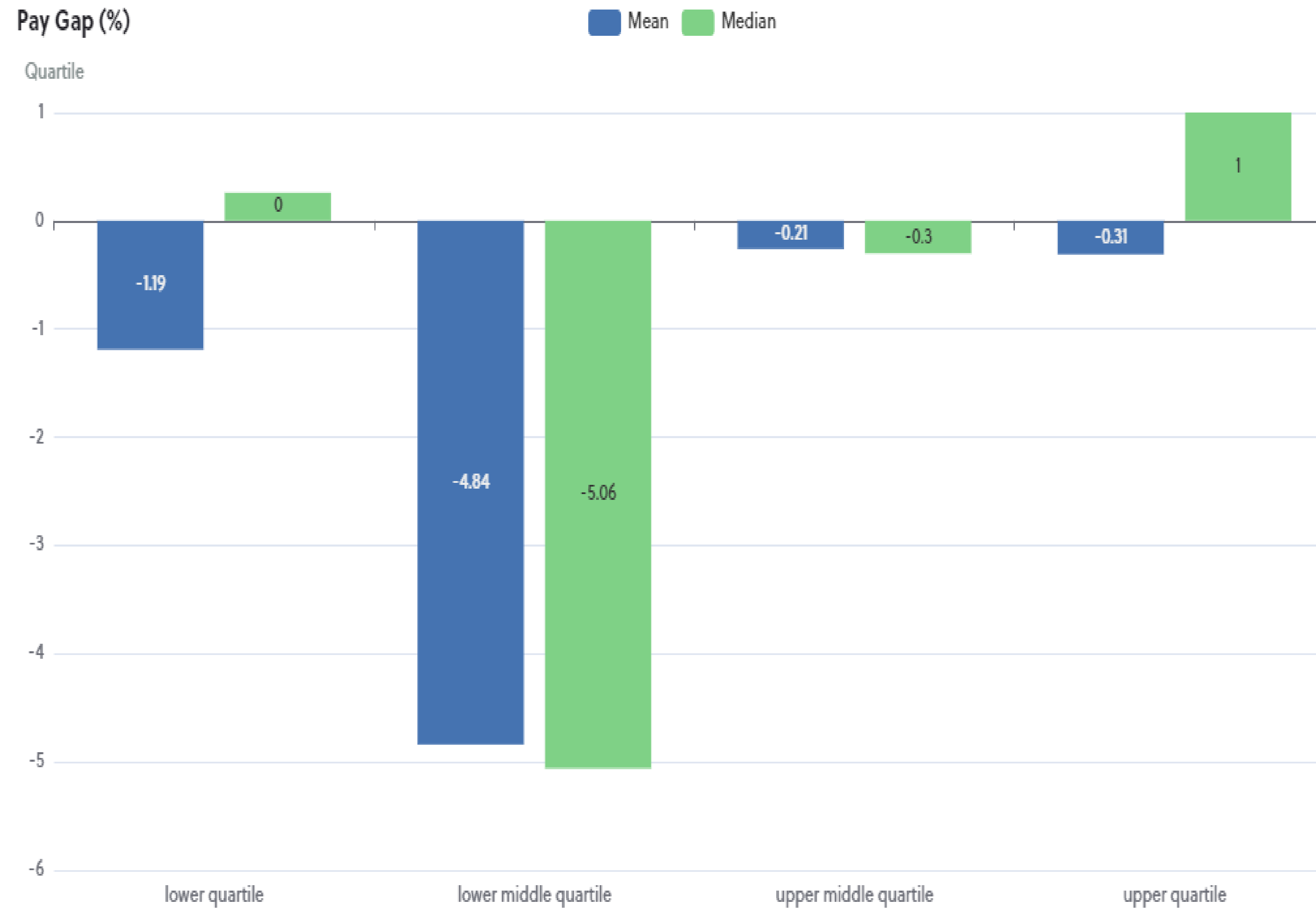
Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down your organisation's overall pay gap.

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Pay Ranges by Quartiles

■ Male ■ Female ■ Group Medians ◆ Group Average

Mean Pay

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
Group Average	12.26	16.27	21.39	31.68
Male	12.13	15.7	21.36	31.62
Female	12.28	16.46	21.4	31.72

Median Pay

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
Group Average	12.26	16.27	21.39	31.68
Male	12.89	15.1	21.21	30.44
Female	12.89	15.87	21.27	30.14

This chart shows you the pay ranges that provide the averages of Mean and Median for comparison.
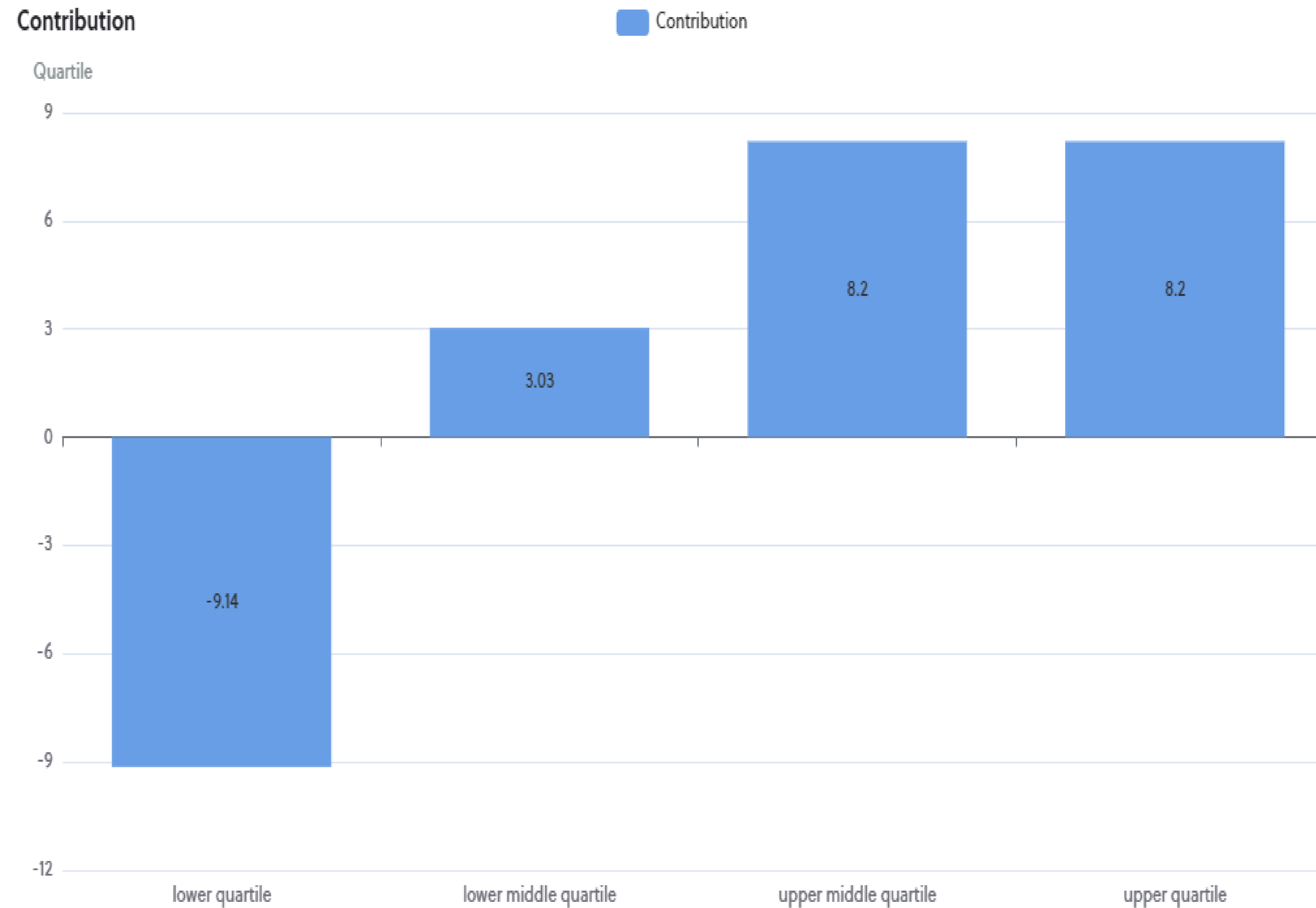
Bonus
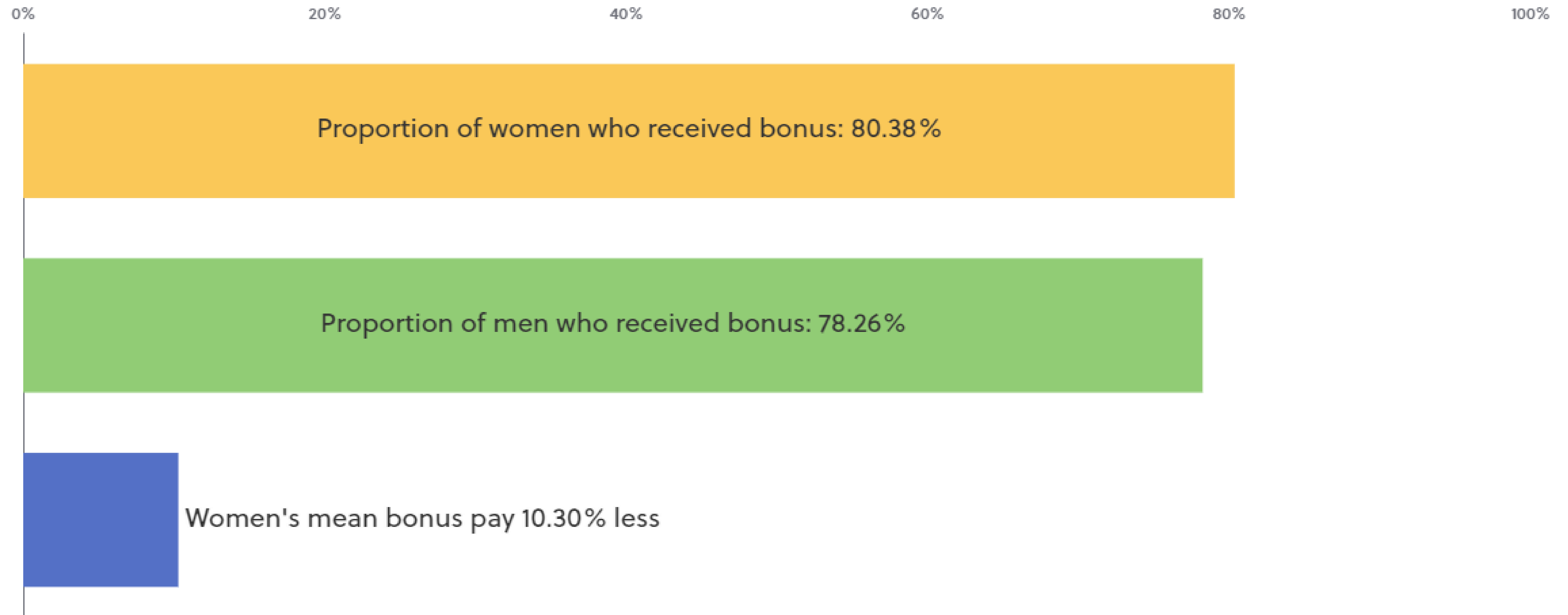
Detailed Bonus Analysis By Quartiles

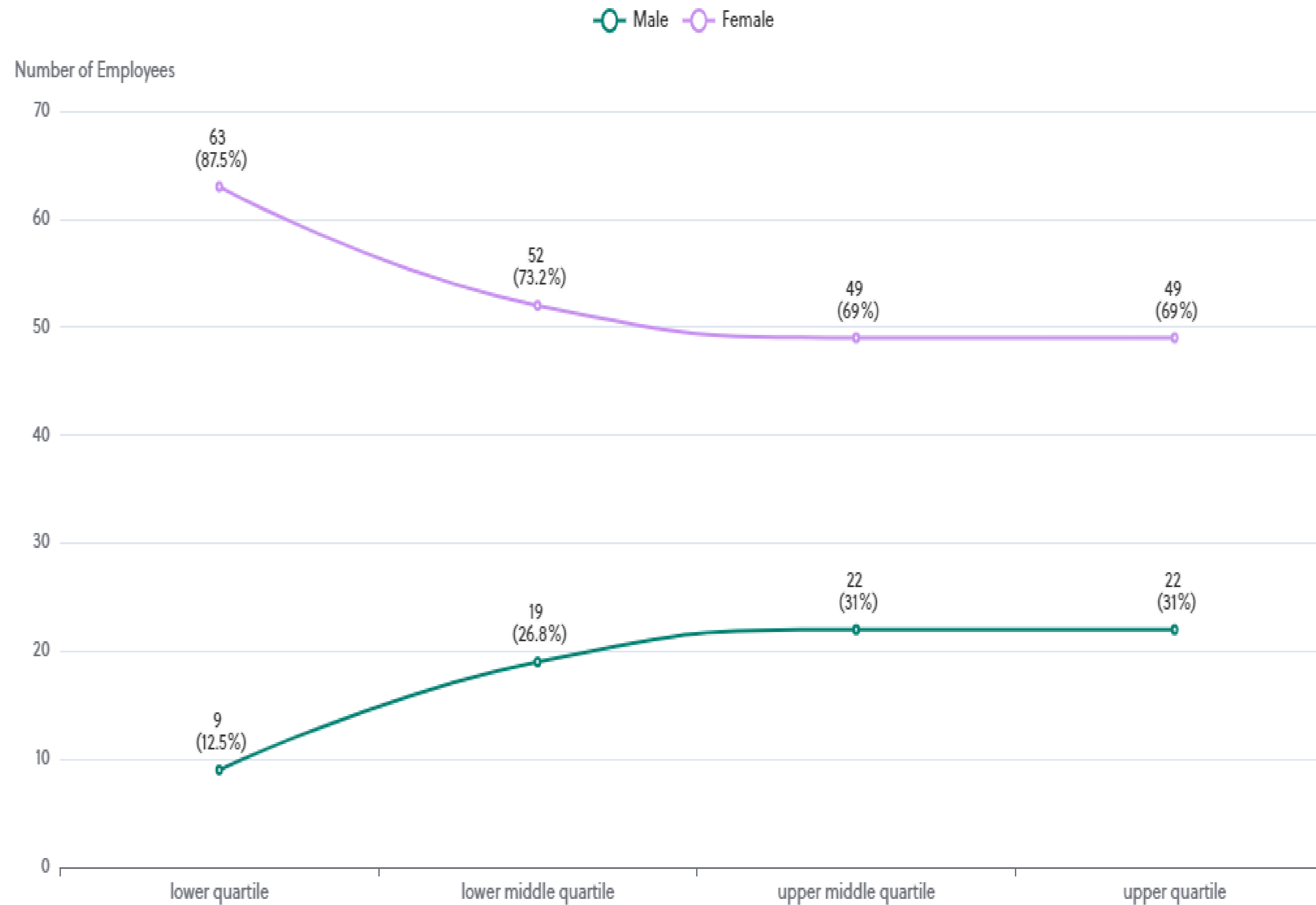| Group	Mean Bonus Pay Males	Mean Bonus Pay Females	Bonus Pay Gap (mean)	Bonus Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Bonus Pay Gap
Lower quartile	219.50	241.51	-10.03%	-68.42%	12.50%	87.50%	-9.14%
Lower middle quartile	508.90	490.26	3.66%	0%	26.76%	73.24%	3.03%
Upper middle quartile	523.00	523.00	0%	0%	30.99%	69.01%	8.2%
Upper quartile	523.00	523.00	0%	0%	30.99%	69.01%	8.2%

## Contribution of Each Quartile to the Bonus Gap

The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards your mean bonus pay gap.

Bonus Workforce Representation by Quartiles

○ Male   ○ Female

Number of Employees

70	
63 (87.5%)	
60	
	52 (73.2%)
	49 (69%) 49 (69%)
50	
40	
30	
	22 (31%) 22 (31%)
20	19 (26.8%)
9 (12.5%)	
10	
0	

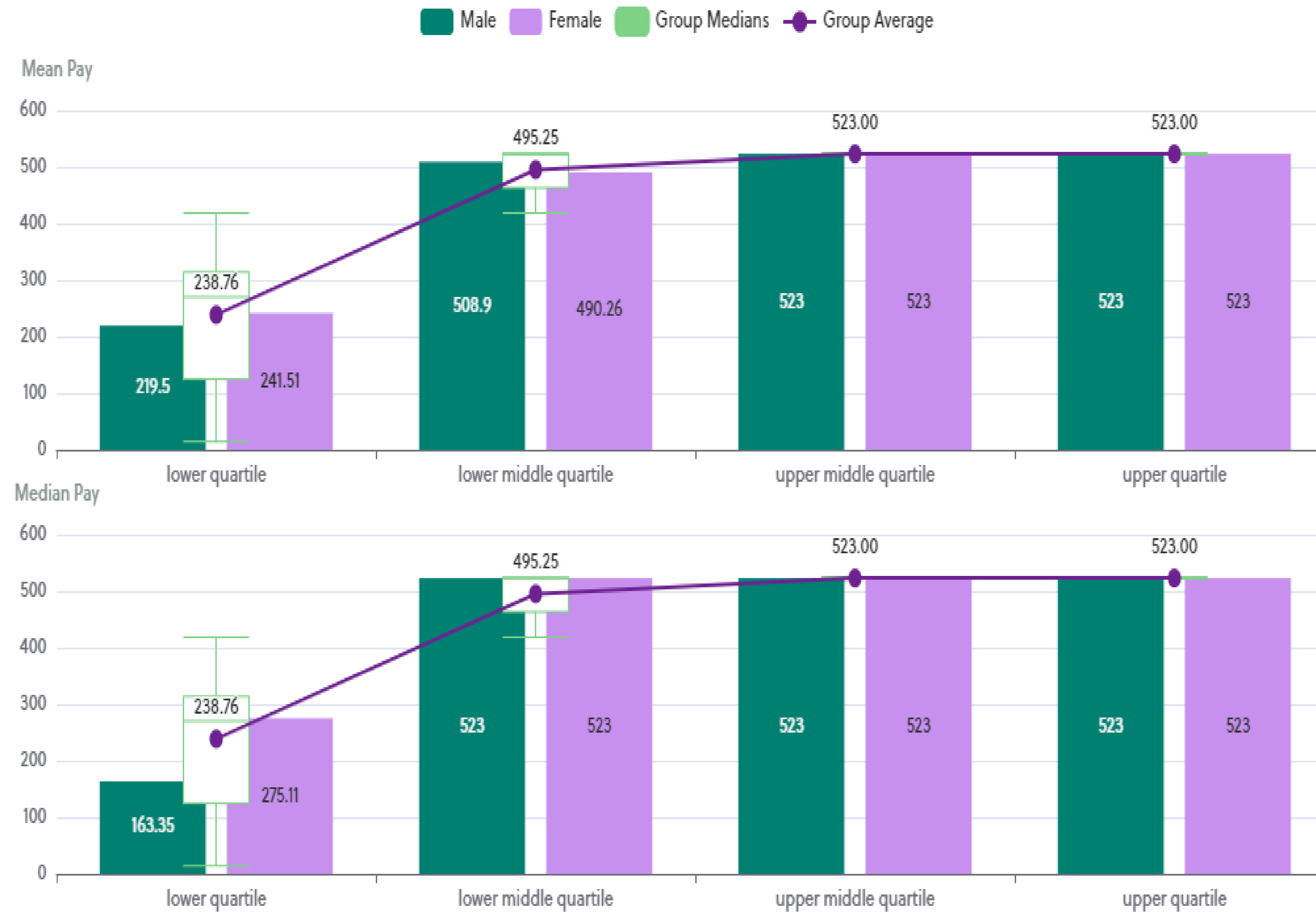lower quartile   lower middle quartile   upper middle quartile   upper quartile

This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate bonus pay quartiles.

Bonus Gaps by Quartiles
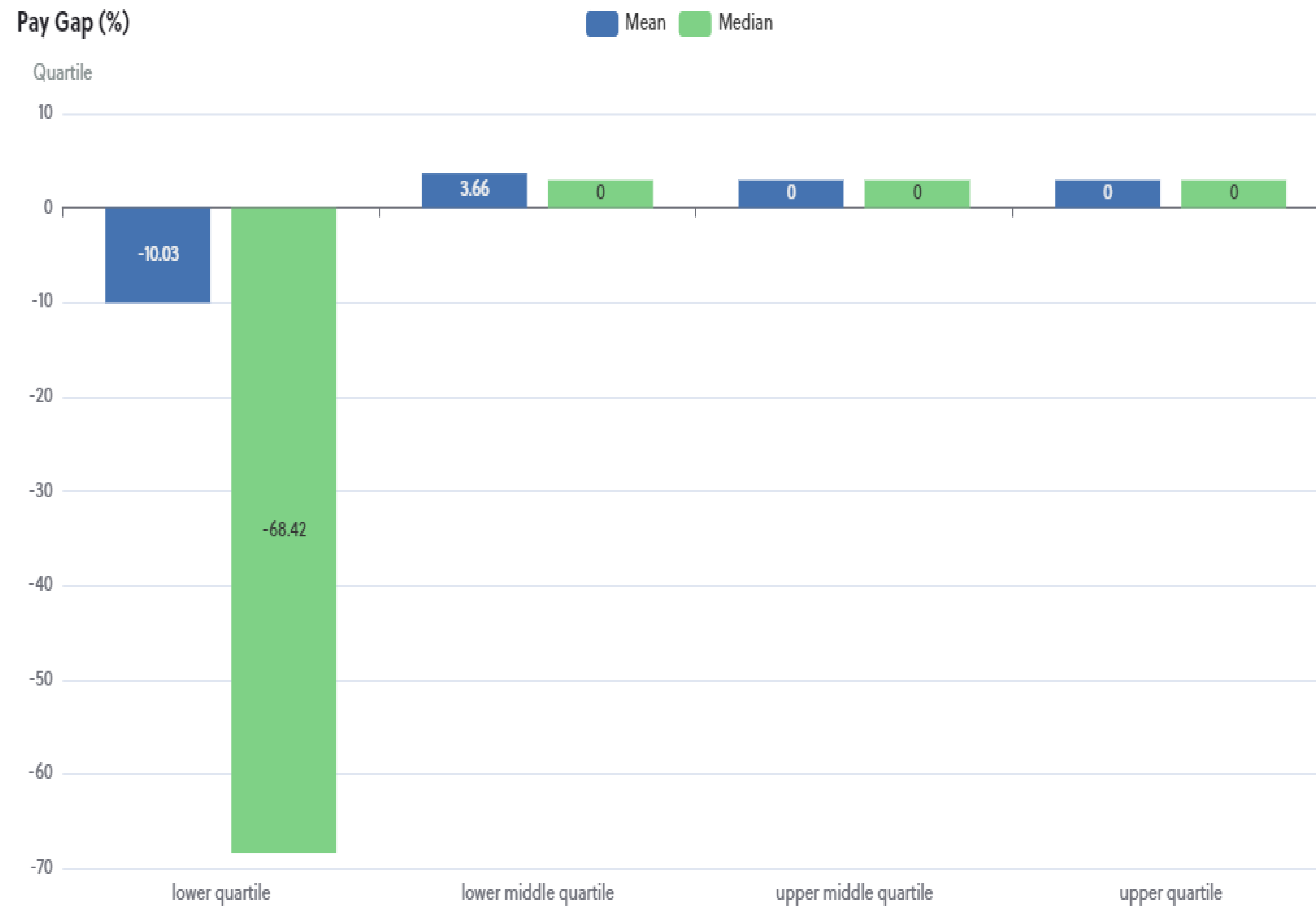
Each Quartile has its own separate bonus pay gap, comparing them shows what levels of bonus pay present the key imbalances and breaks down your organisation's overall bonus pay gap.

Gender Pay Gap Report

Bonus Ranges by Quartiles

■ Male ■ Female ■ Group Medians ──●── Group Average

Mean Pay

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
	238.76	495.25	523.00	523.00
Male	219.5	508.9	523	523
Female	241.51	490.26	523	523

Median Pay

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
	238.76	495.25	523.00	523.00
Male	163.35	523	523	523
Female	275.11	523	523	523

This chart shows you the bonus pay ranges that provide the averages of Mean and Median for comparison.

Glossary of terms

Group:

The name of the groups is taken from your data, using the same terms you have mapped in the Gapsquare app.

Mean Pay Gap:

The raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers.

Median Pay Gap:

The difference in pay between the middle-paid man and middle-paid woman in your organisation, usually expressed as a percentage.
This is less affected by outliers.

Quartile:

A division of your entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to your highest-paid group (upper quartile).

Contribution to Pay Gap:

The number of percentage points a group contributes to your overall mean pay gap, whereby summing all your contributions per group will give you the mean pay gap. Using this, you will see which group contributes most to your organisation's pay gap.