

National Lottery Heritage Fund

Gender Pay Gap Reporting
for dataset: March 2024



This report has been produced for your organisation. It includes all the figures required for Gender Pay Reporting under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

It also provides a detailed analysis of all your datapoints mapped in the Gapsquare app. This allows your company to break down your organization-wide metrics into smaller groups of employees - for example, you could look at employees by age, job level, business unit, or any other custom label.



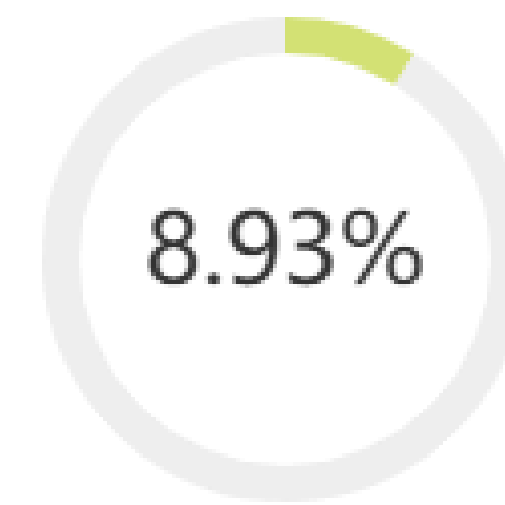
Headline Figures

Hourly remuneration

Women's **mean hourly rate** is 8.93% less

Mean pay per hour for men: 23.55 Mean pay per hour for women: 21.45

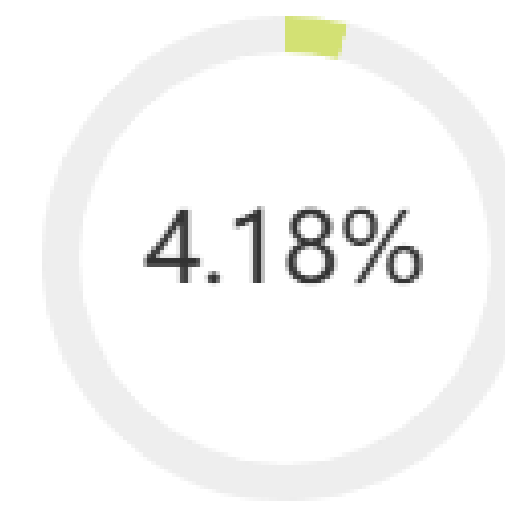
Difference in pay: 2.10



Women's **median hourly rate** is 4.18% less

Median pay per hour for men: 22.07 Median pay per hour for women: 21.15

Difference in pay: 0.92



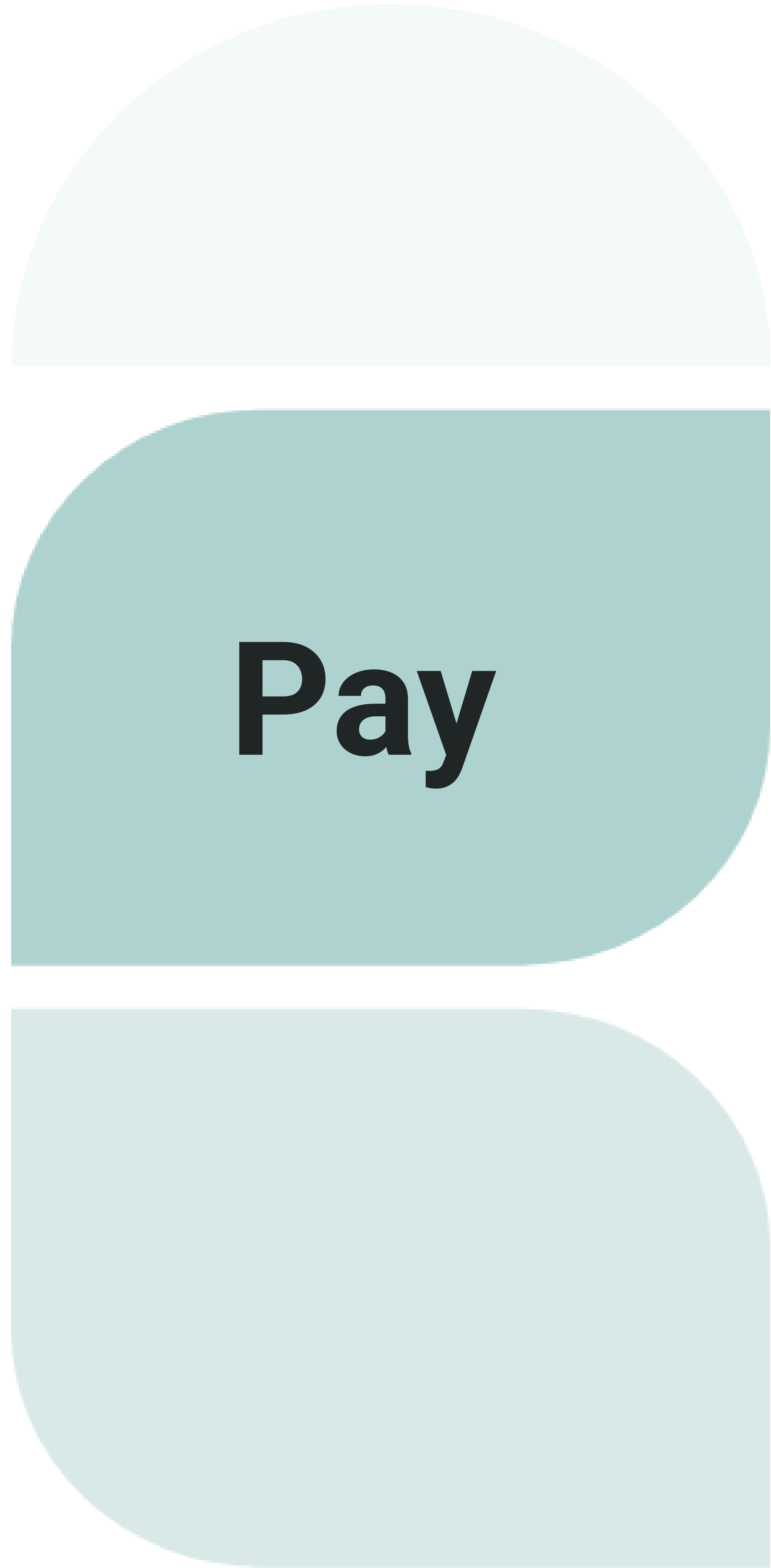
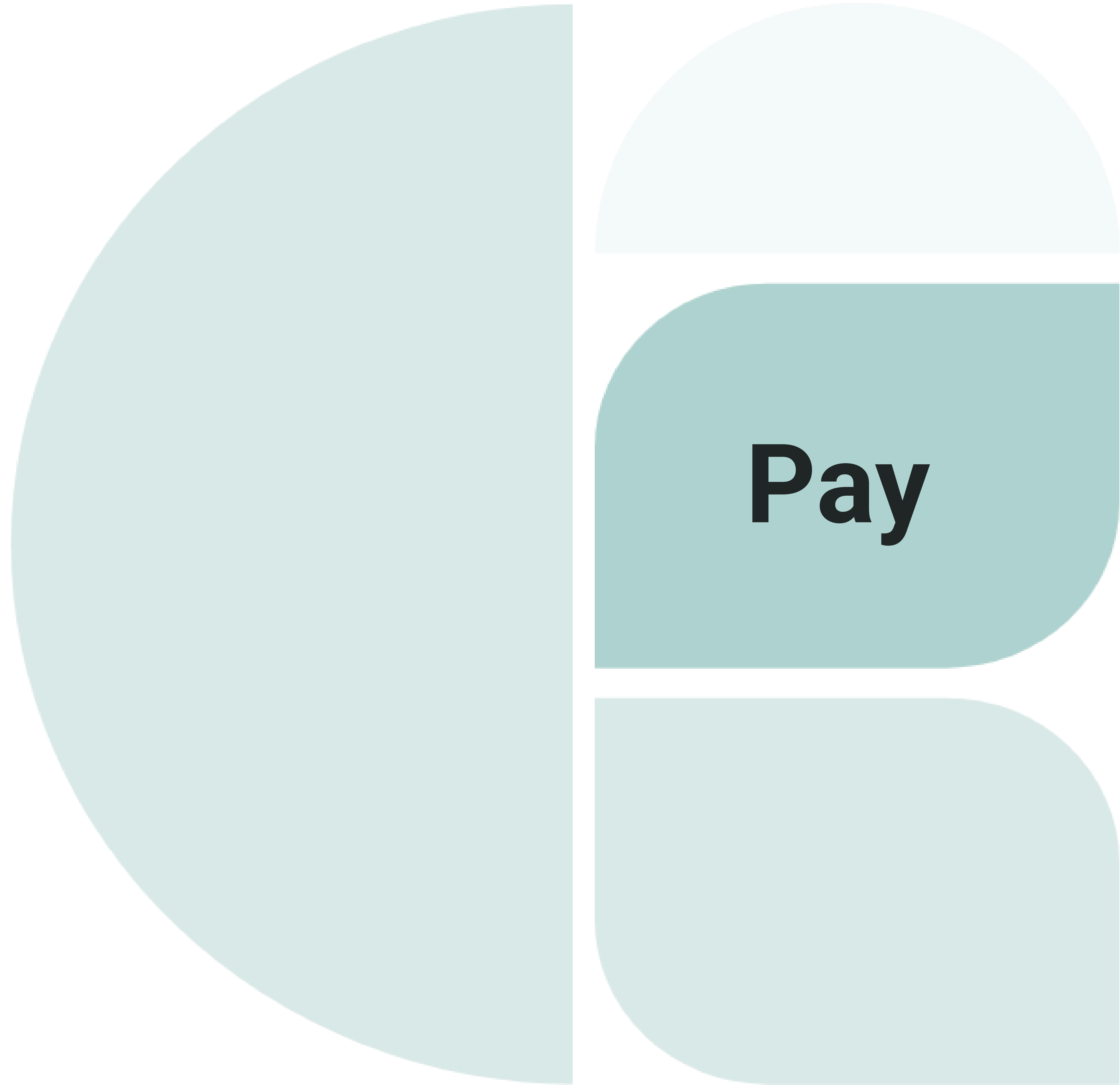
Headline Figures 2

Quartiles

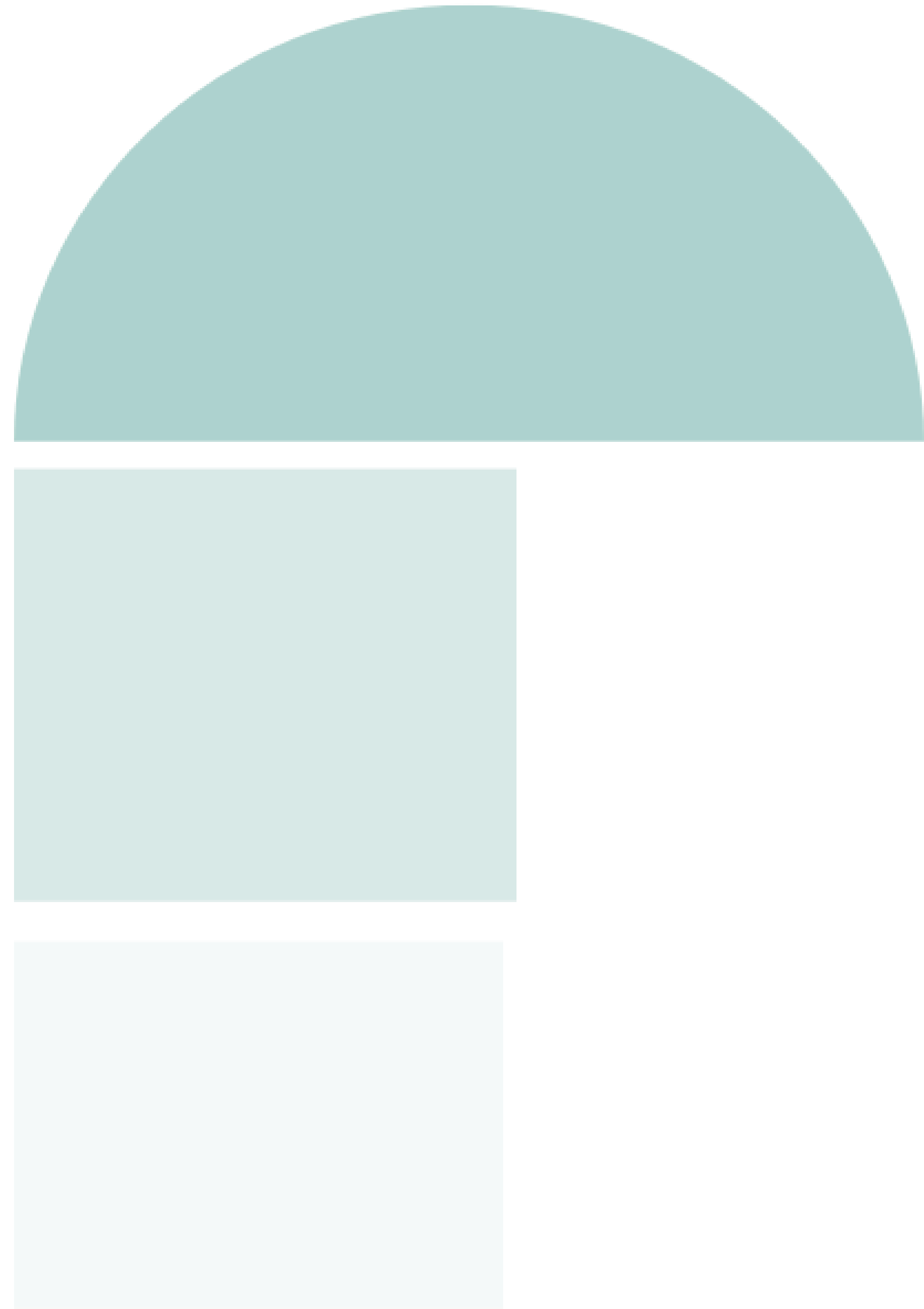
Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	13.77	13.99	-1.6%	0%	21.84%	78.16%	-2.77%
Lower middle quartile	17.71	18.01	-1.72%	-3.45%	19.54%	80.46%	-5.90%
Upper middle quartile	22.77	22.62	0.64%	1.09%	25.29%	74.71%	0.43%
Upper quartile	33.99	33.24	2.21%	7.54%	33.72%	66.28%	17.16%

Bonus

Women's **mean bonus pay** is 3.24% less
 Women's **median bonus pay** is 0.00% more
 Proportion of **women receiving** bonus: 77.36%
 Proportion of **men receiving** bonus: 78.16%



Pay



Hourly remuneration

Women's mean hourly rate is 8.93% less

Mean pay per hour for men: 23.55

Mean pay per hour for women: 21.45

Difference in pay: 2.10

Women's median hourly rate is: 4.18% less

Median pay per hour for men: 22.07

Median pay per hour for women: 21.15

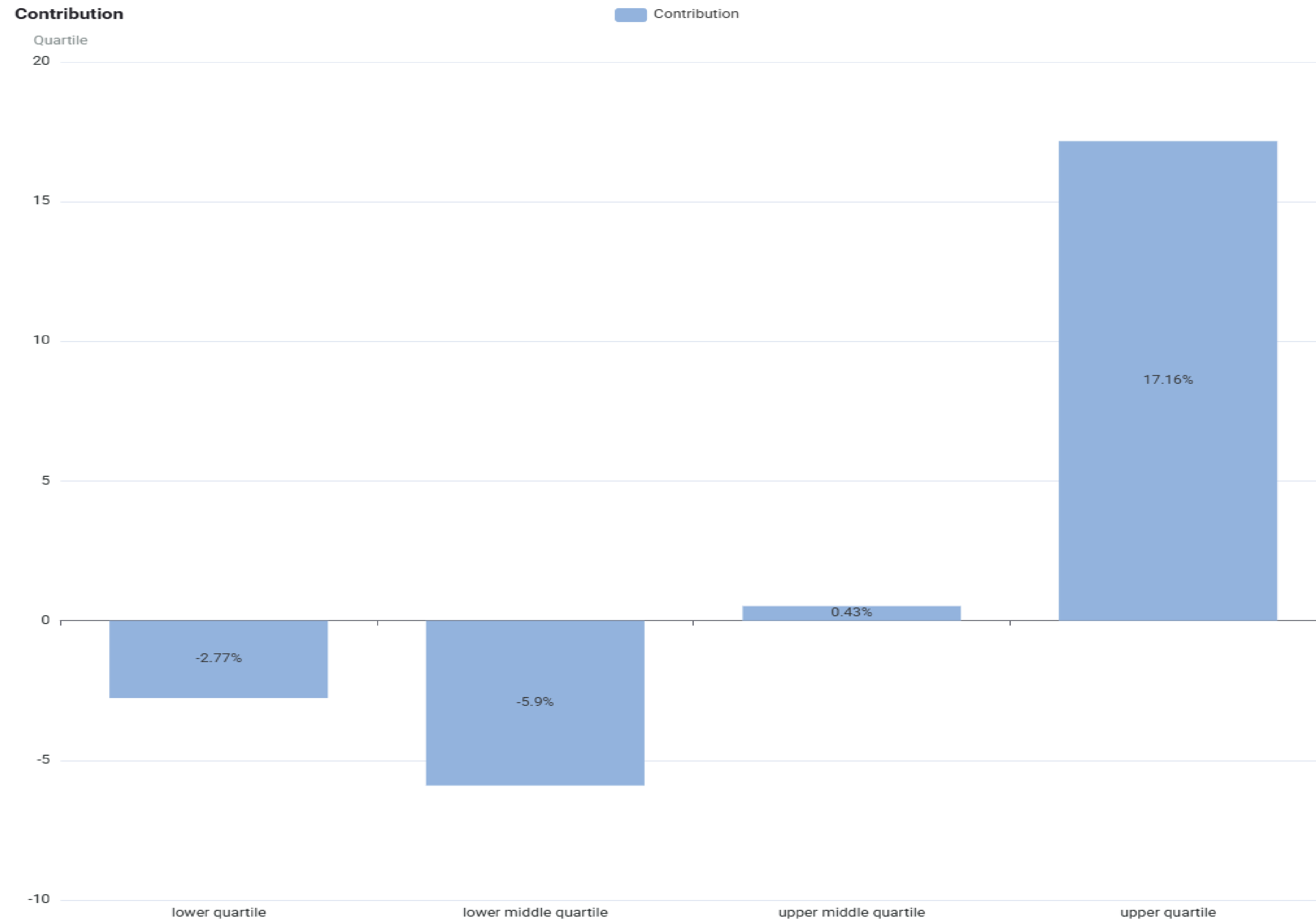
Difference in pay: 0.92



Detailed Report Analysis By Quartiles

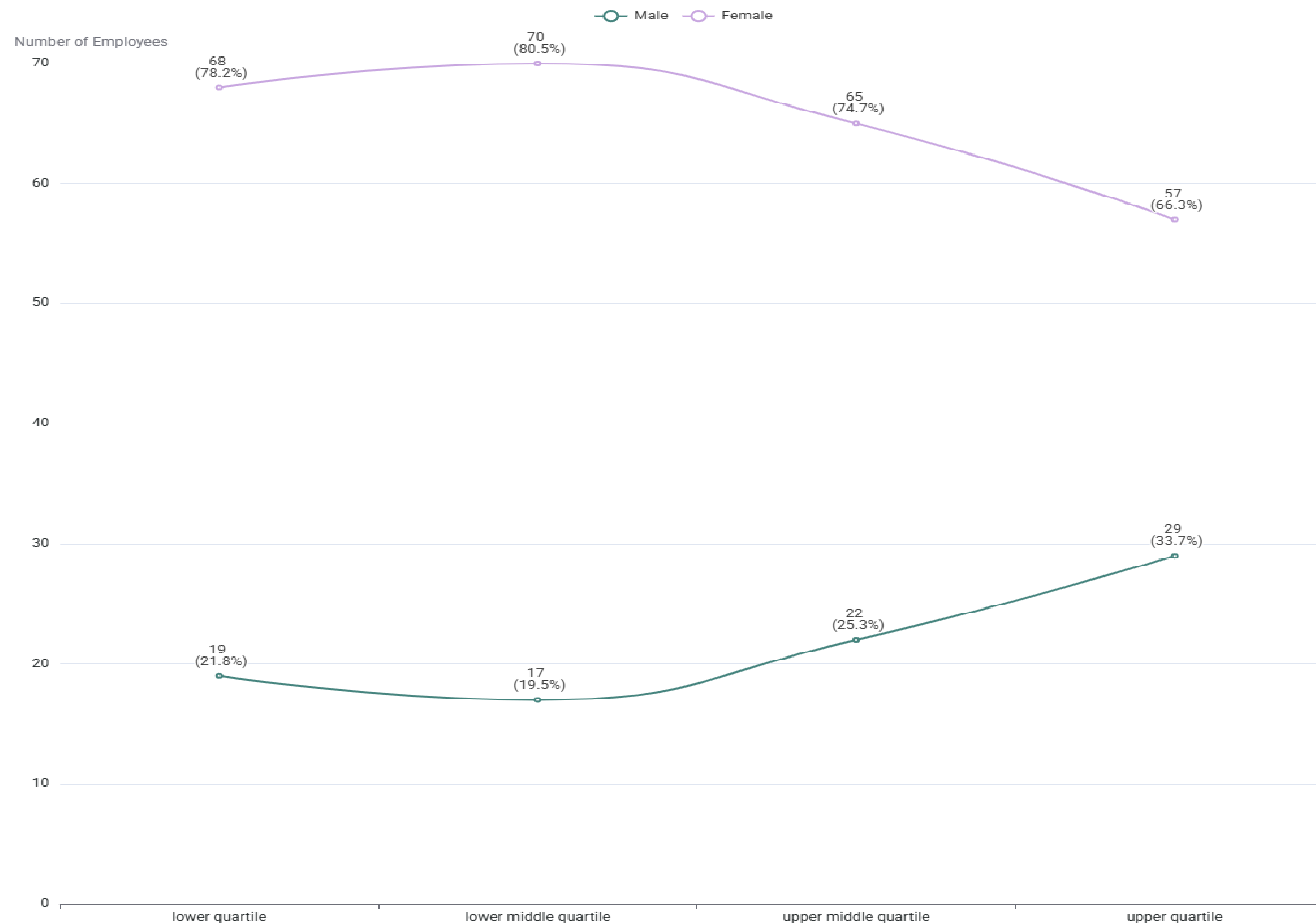
Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	13.77	13.99	-1.6%	0%	21.84%	78.16%	-2.77%
Lower middle quartile	17.71	18.01	-1.72%	-3.45%	19.54%	80.46%	-5.90%
Upper middle quartile	22.77	22.62	0.64%	1.09%	25.29%	74.71%	0.43%
Upper quartile	33.99	33.24	2.21%	7.54%	33.72%	66.28%	17.16%

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



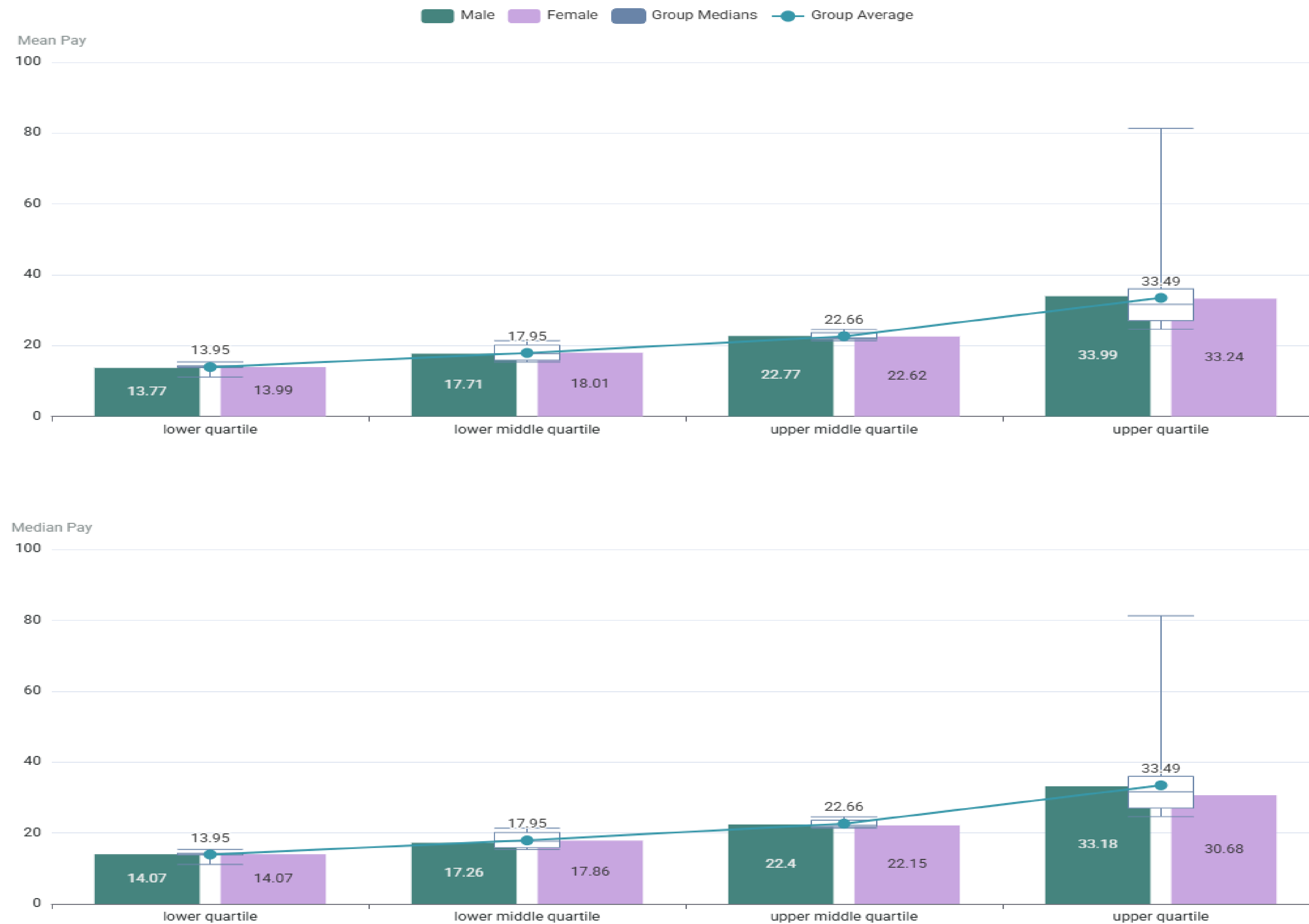
This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.

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.

Pay Ranges by Quartiles

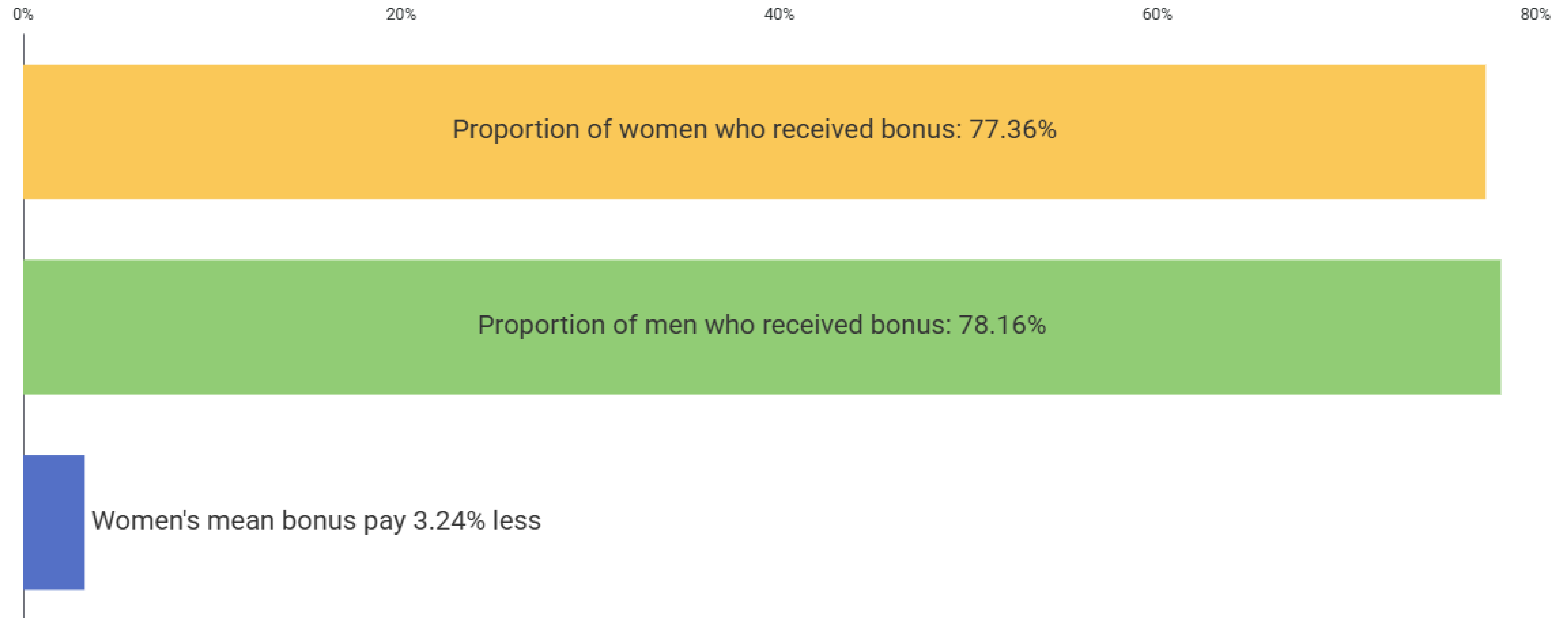


This chart shows you the pay ranges that provide the averages of Mean and Median for comparison.



Bonus

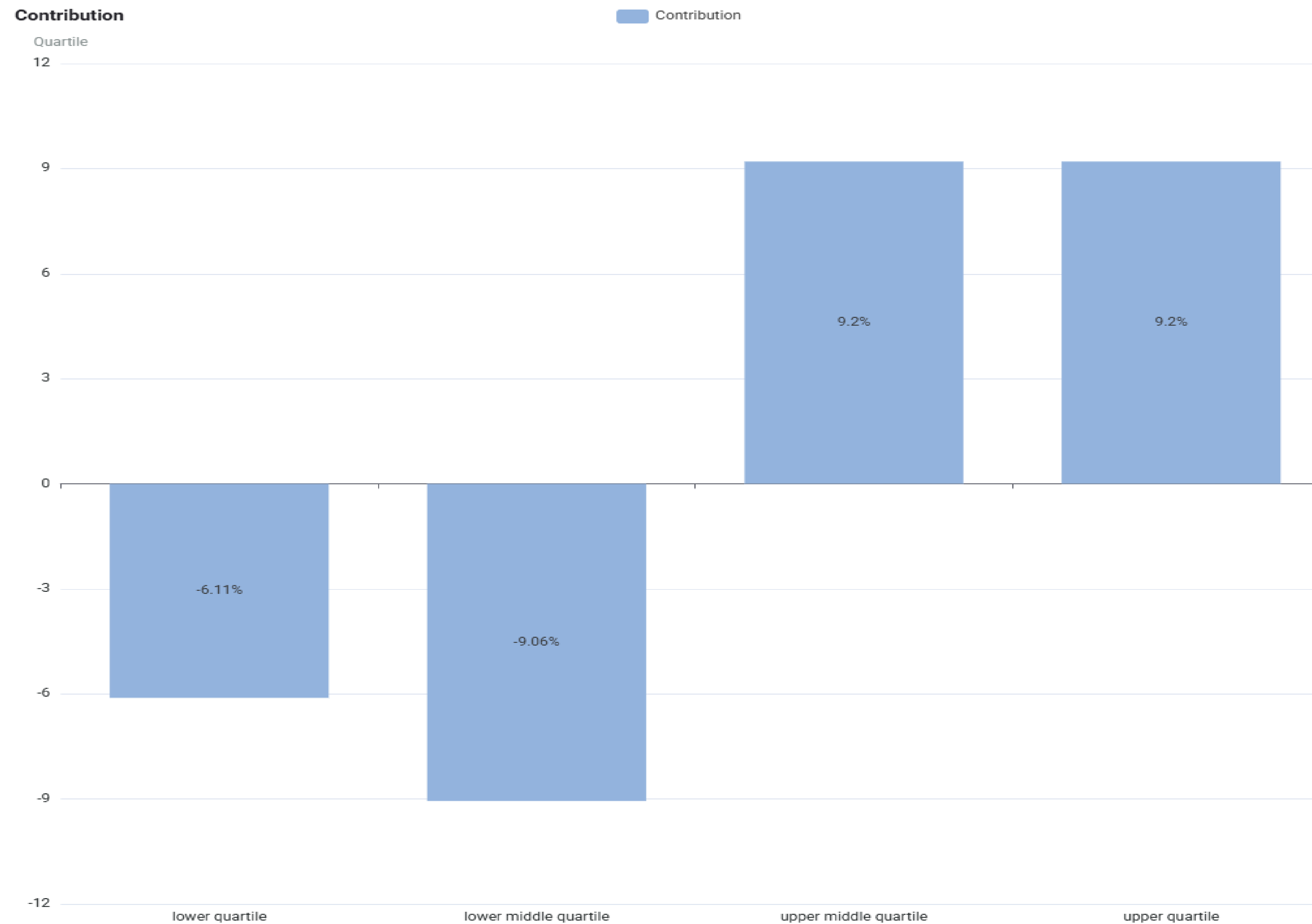
Bonus metrics



Detailed Bonus Analysis By Quartiles

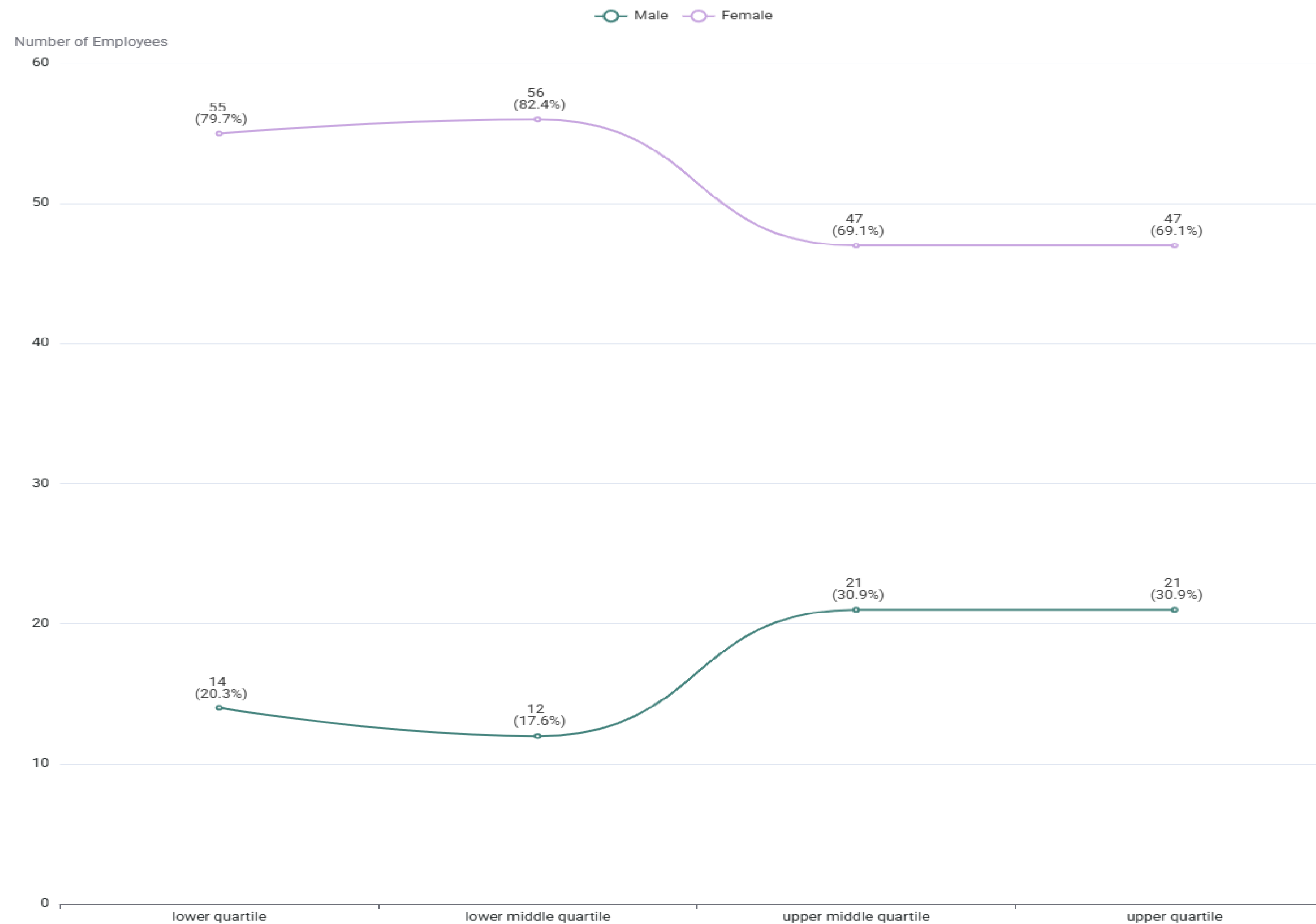
Group	Mean Bonus Pay Males	Mean Bonus Pay Females	Bonus Pay Gap (mean)	Bonus Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Bonus Pay Gap
Lower quartile	240.53	311.12	-29.35%	-47.47%	20.29%	79.71%	-6.11%
Lower middle quartile	618.34	583.70	5.6%	7.5%	17.65%	82.35%	-9.06%
Upper middle quartile	643.00	643.00	0%	0%	30.88%	69.12%	9.20%
Upper quartile	643.00	643.00	0%	0%	30.88%	69.12%	9.20%

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



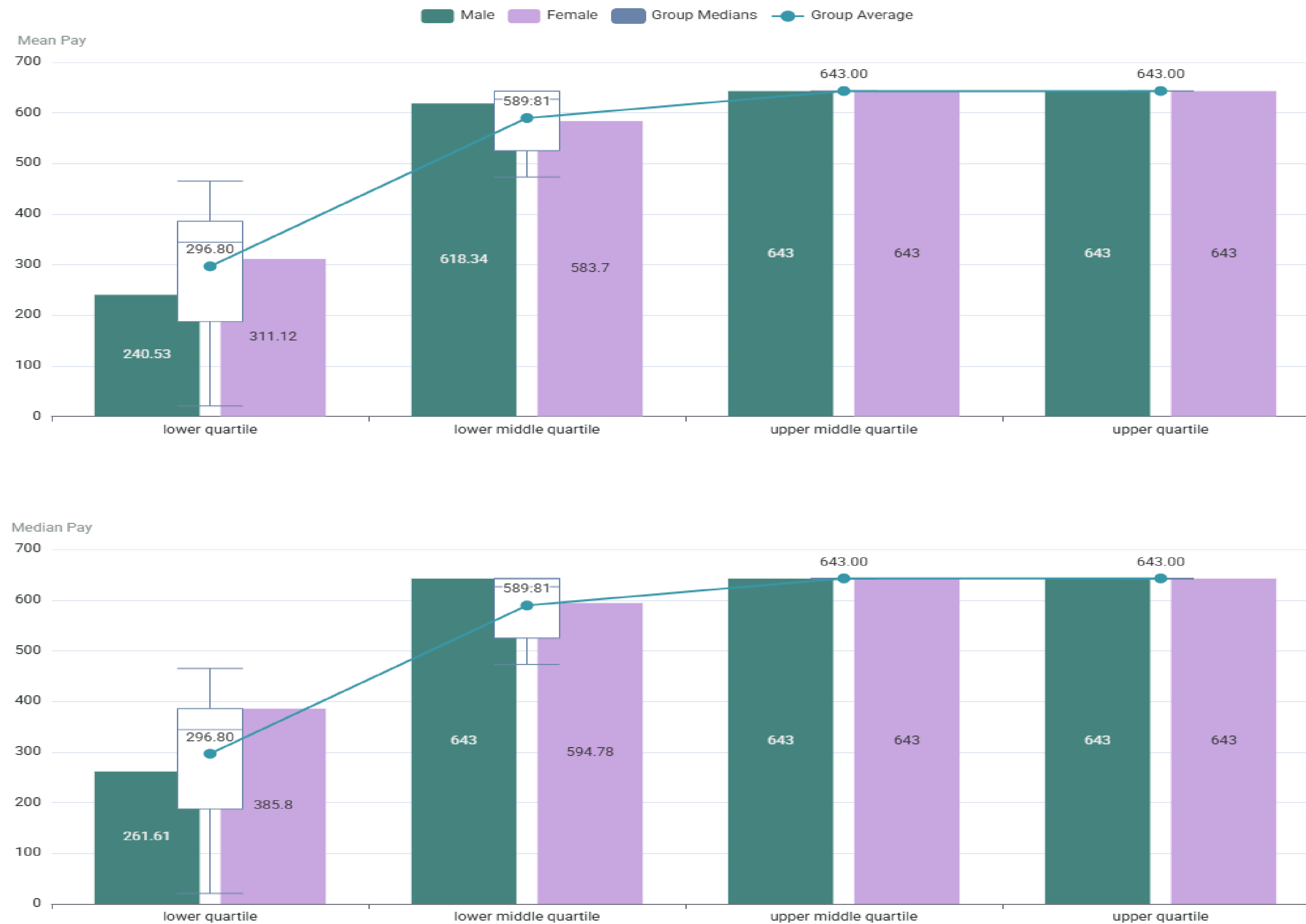
This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate bonus pay quartiles.

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.

Bonus Ranges by Quartiles



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 Pay Equity Analytics 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.



Thank you

