

GENDER PAY GAP

April 2019

	Female	Male	Gender pay gap
Mean £ per hr	18.75	21.32	12.1%
Median £ per hr	15.68	16.92	7.3%
Top quartile	56%	44%	
2nd quartile	71%	29%	
3rd quartile	63%	37%	
4th quartile	65%	35%	
Total	64%	36%	

What do Sidcot's results show?

The mean gender pay gap at Sidcot is 12.1%, which shows that on average the hourly rate paid to females is 12.1% lower than that paid to male members of staff. This has reduced down from 14.1% in the previous year and compares favourably to the national average of 17.3% recorded in 2018.

The median gender pay gap at Sidcot is 7.3%, which is down from 13.9% in the previous year, and compares favourably to the national average of 11.9% in 2018.

The reduction in both the mean and median gender pay gap is due to a higher proportion of men now being in the 3rd and 4th quartiles.