

# Gender Pay Gap - March 2023



## Mean %

M/F Count:F	M/F Count:M	Sum Hrly Rate:F	Sum Hrly Rate:M	Mean Hrly Rate:F	Mean Hrly Rate:M	Mean %
312.00	47.00	4,114.26	763.66	13.19	16.25	18.84%

## Median %

M/F Count:F	M/F Count:M	Median:F	Median:M	Median %
312.00	47.00	10.97	12.46	11.95%

## Relevant employees

Exclude not full pay relevant	Female Count	Male Count
Exclude not full pay relevant	29	8
Full Pay Relevant	312	47
<b>Total</b>	<b>341</b>	<b>55</b>

No Bonus to calculate

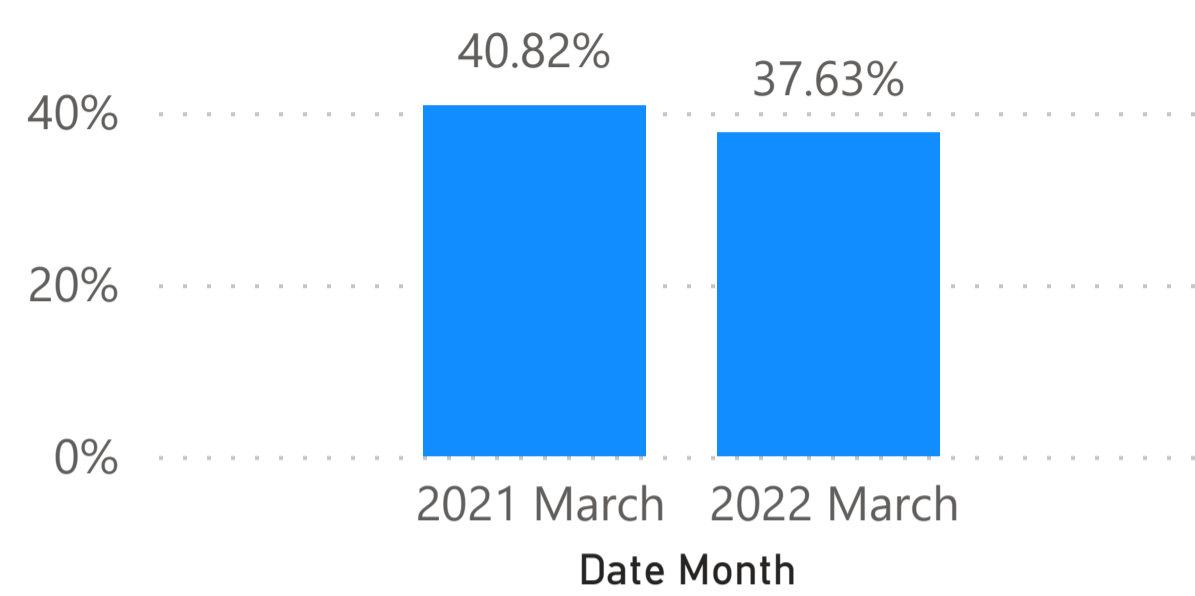
## BeaconET

Quartile	Exclude not full pay relevant			Full Pay Relevant		
	Female Count	Male Count	PositionCount	Female Count	Male Count	PositionCount
Quartile 4 - Upper	14	6	20	62	18	80
Quartile 3 - Upper middle	6	1	7	83	8	91
Quartile 2 - Lower middle	4	0	4	88	6	94
Quartile 1 - Lower	5	1	6	79	15	94
<b>Total</b>	<b>29</b>	<b>8</b>	<b>37</b>	<b>312</b>	<b>47</b>	<b>359</b>

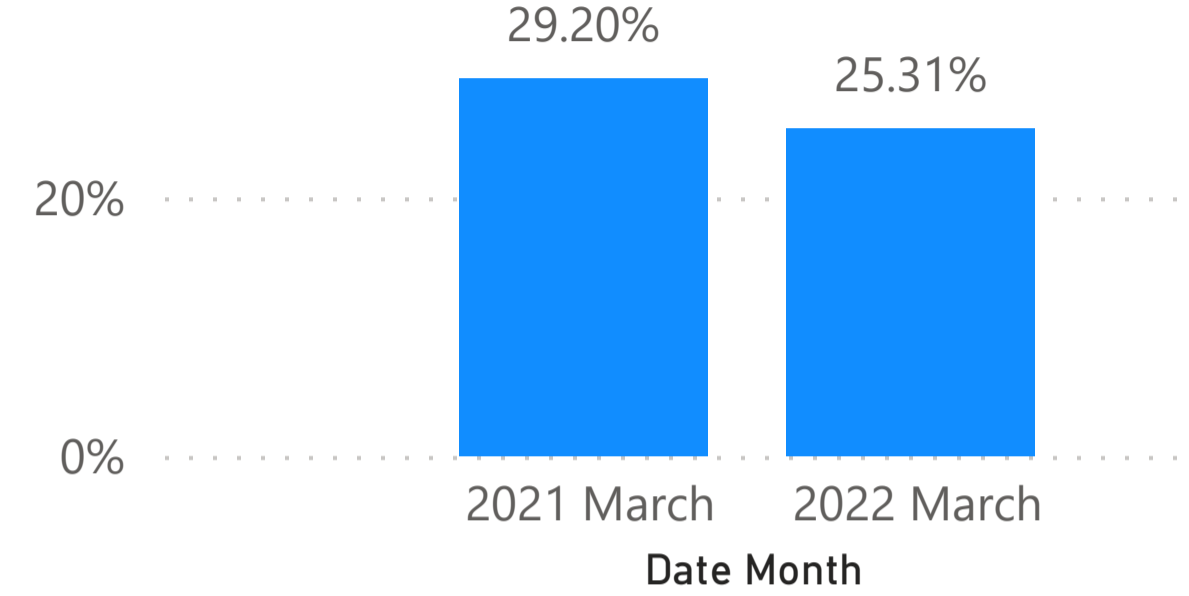
Quartile	Female Count divided by PositionCount	Male Count divided by PositionCount
Quartile 1 - Lower	84.04%	15.96%
Quartile 2 - Lower middle	93.62%	6.38%
Quartile 3 - Upper middle	91.21%	8.79%
Quartile 4 - Upper	77.50%	22.50%

# Gender Pay Gap

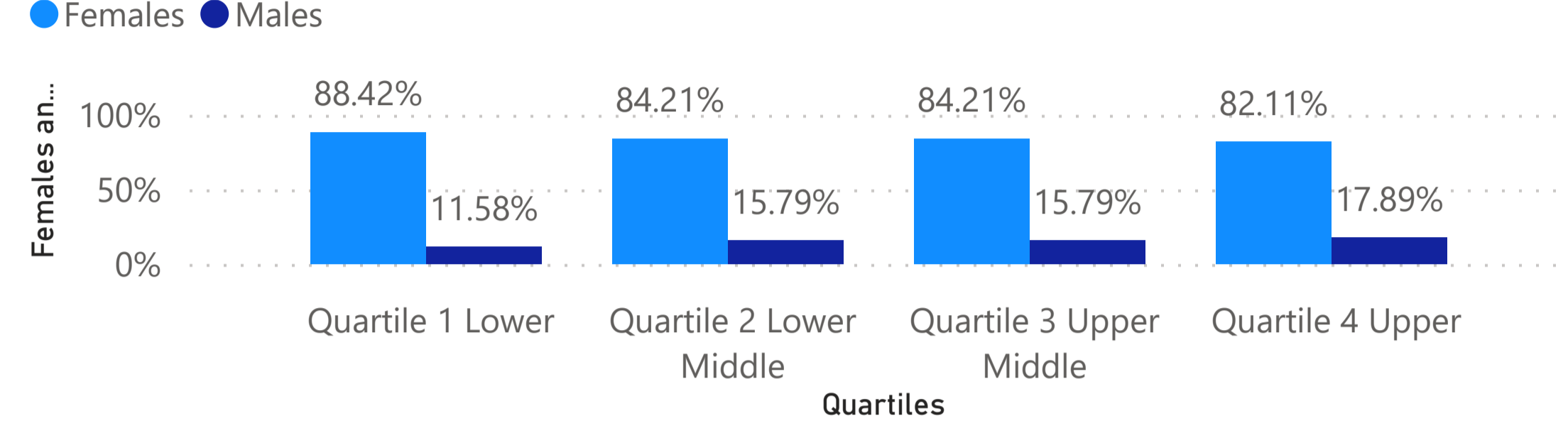
### Median



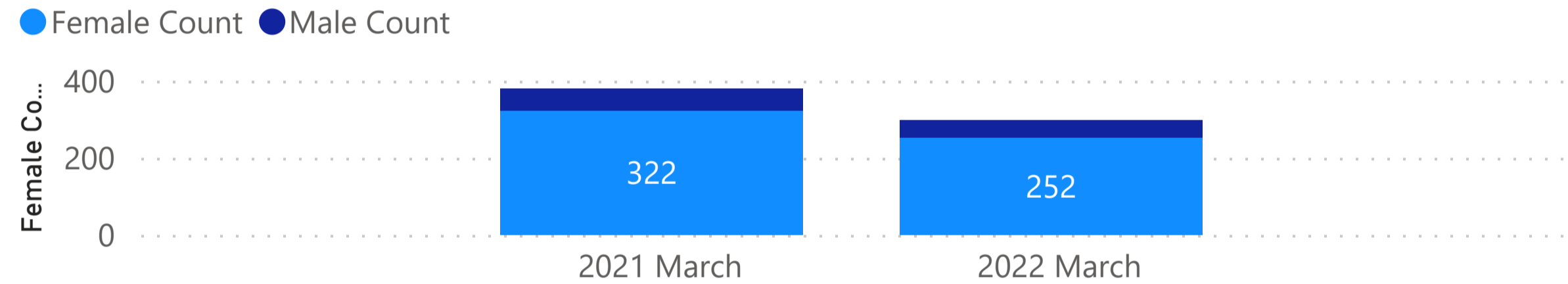
### Mean



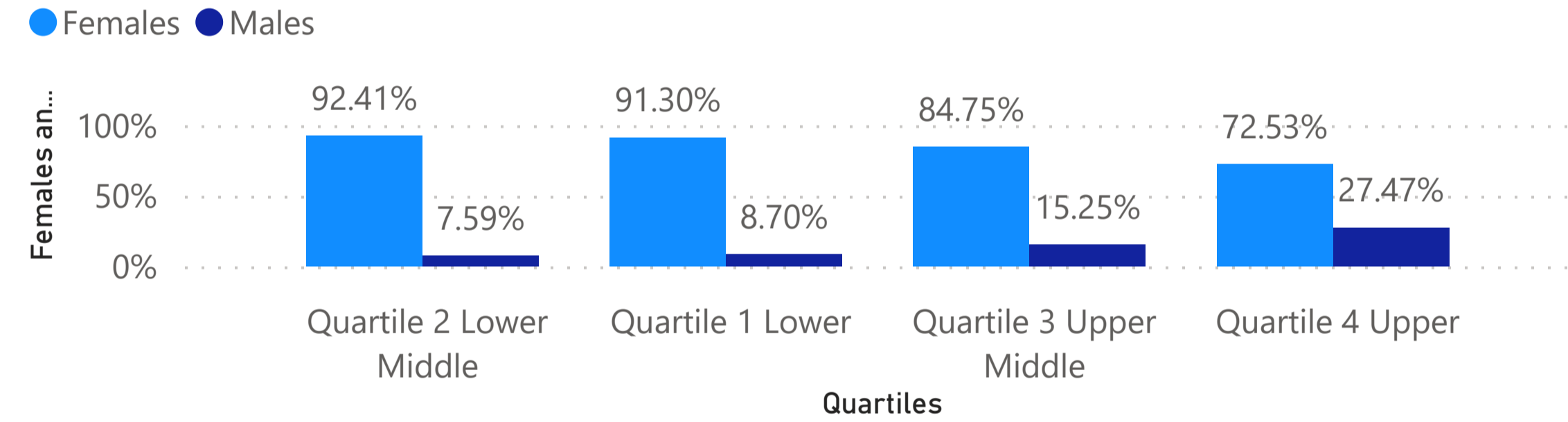
### 2021 Quartiles



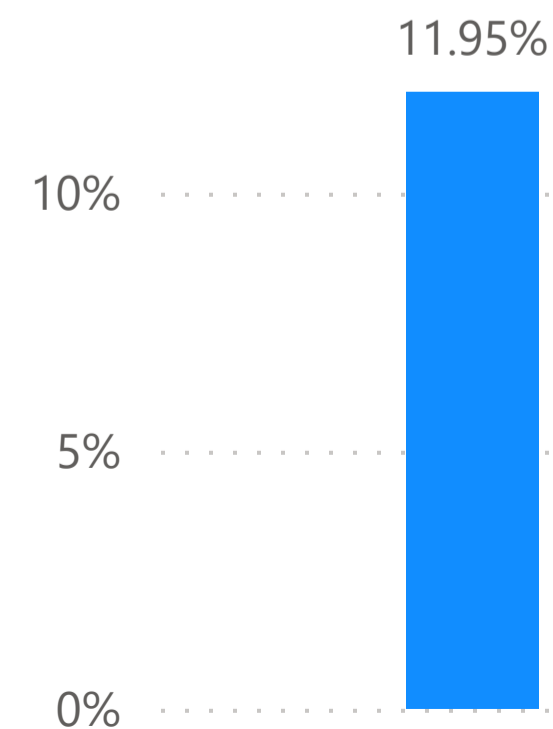
### Female and Male Count



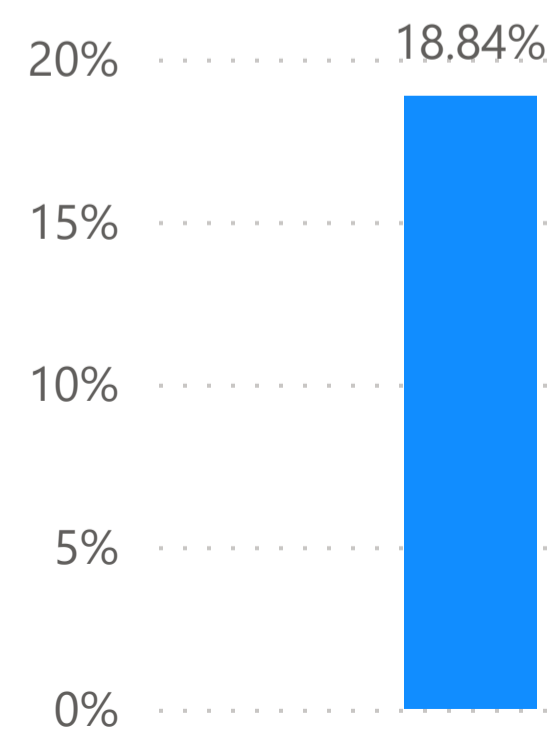
### 2022 Quartiles



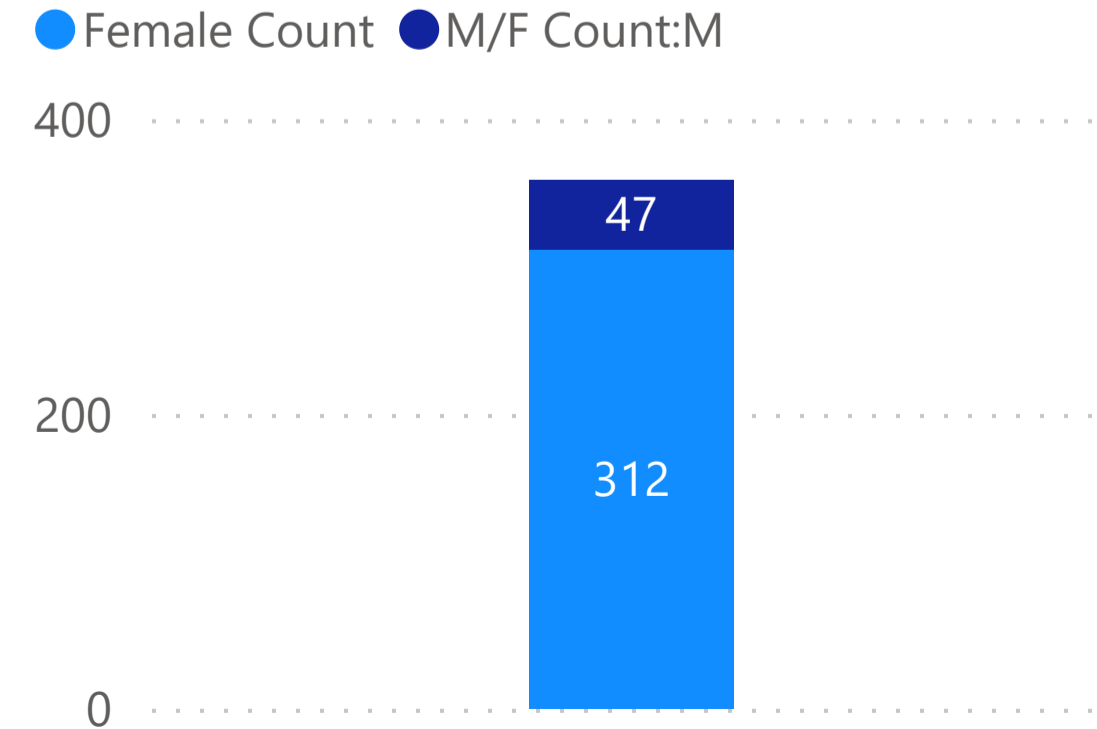
### Median 2023



### Mean 2023



### Female and Male Count 2023



### 2023 Quartiles

