

Gender Pay Gap Extract Report

Snapshot Date: 31.03.2023

Payroll – Herefordshire, Ludlow & North Shropshire College

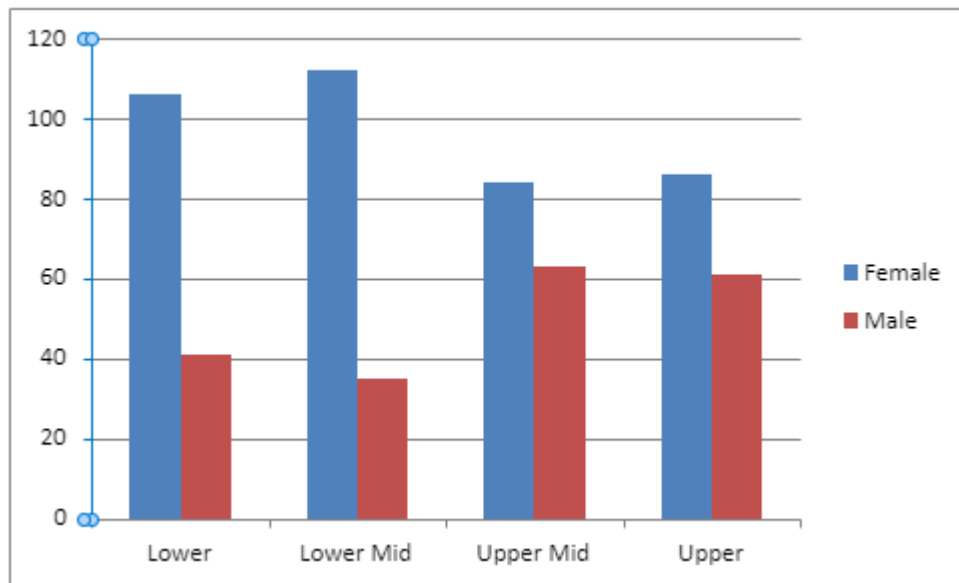
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	16.46	14.64	11.05%
Median	16.56	13.41	19.02%

Hourly Rate Quartiles

Gender	Lower (147)	Lower Middle (147)	Upper Middle (147)	Upper (147)
Male	41 27.89%	35 23.80%	63 42.85%	61 41.49%
Female	106 72.11%	112 76.20%	84 57.15%	86 58.51%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	0.00	0.00	0.00%
Median	0.00	0.00	0.00%

Bonus Proportions

Number of Males receiving bonus: 0/193

Proportion of Males receiving bonus: 0.00%

Number of Females receiving bonus: 0/367

Proportion of Females receiving bonus: 0.00%