

Castle Phoenix Trust Gender Pay Gap Outcomes

31 March 2018

The mean gender pay gap

$$\frac{(A-B)}{A} \times 100 = \frac{£16.83 - £14.87}{£16.83} \times 100 = 11.65 \%$$

A is mean hourly rate of pay for all male full-pay relevant employees

£16.83

B is the mean hourly rate of pay for all female full-pay relevant employees

£14.87

The median gender pay gap

$$\frac{(A-B)}{A} \times 100 = \frac{£13.53 - £10.92}{£13.53} \times 100 = 19.29 \%$$

A is median hourly rate of pay for all male full-pay relevant employees

£13.53

B is the median hourly rate of pay for all female full-pay relevant employees

£10.92

The mean bonus gender pay gap

Not applicable no bonuses

The median bonus gender pay

Not applicable no bonuses

The proportion of males and females receiving a bonus payment

Not applicable no bonuses

The proportion of males and females in each quartile band

Quartile	Total	Male actual	Proportion	Female actual	Proportion
Lower quartile	106	14	13	92	87
Lower middle	106	24	23	82	77
Upper middle	106	30	28	76	72
Top quartile	106	25	24	81	76

For each quartile

First calculation

$$\frac{A}{C} \times 100$$

C

Second calculation

$$\frac{B}{C} \times 100$$

C

A is the number of male full-pay relevant employees in the quartile

B is the number of female full-pay relevant employees in the quartile

C is the total number of employees in the quartile

Note - this figure is not asked for but 78.1% are female and 21.9% are male overall for these purposes