

Castle Phoenix Trust Gender Pay Gap Outcomes

31 March 2021

The mean gender pay gap

$$\frac{(A-B)}{A} \times 100$$

A

$$\frac{£20.86 - 16.87}{£20.86} \times 100$$

£20.86

19.13 %

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

£20.86

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

£16.87

The median gender pay gap

$$\frac{(A-B)}{A} \times 100$$

A

$$\frac{£21.44 - £12.47}{£21.44} \times 100$$

£21.44

41.84 %

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

£21.44

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

£12.47

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	140	10	7	130	93
Lower middle	139	23	17	116	83
Upper middle	139	40	29	99	71
Top quartile	139	38	27	101	73

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 80.07% are female and 19.93% are male overall for these purposes