

Haven – Gender Pay Gap Reporting

Total employees as at 05/04/2017: - 280

Employees removed: -
Maternity Leave x1
Off Long term Sick x6

Total Employees for Reporting: - **273**

Mean: -

Total Male = 163 Total Hourly Rate £1,319.09/163 = £8.09

Total Female = 110 Total Hourly Rate £895.59/110 = £8.14

Male Rate £8.09 – Female Rate £8.14 = **-0.05**

-0.05 x 100 = 0.618 rounded down to the nearest whole figure
£8.09

The Mean = **0%**

Median: -

Total Male 167 – Middle Rate = £7.50

Total Female 110 – Middle Rate = £7.50

Male Median £7.50 – Female Median £7.50 = **0**

Median = **0%**

4 Quartiles: -

Upper Quartile – Male 26 + 42 Female

Upper Middle Quartile – Male 49 + 19 Female

Lower Middle Quartile – Male 43 + 25 Female

Lower Quartile – Male 45 + 24 Female

Calculation of Male & Female in each Quartile: -

Upper Quartile – Male $26/68 \times 100 = 38.24\%$ + Female $42/68 \times 100 = 61.76\%$

Upper Middle Quartile – Male $49/68 \times 100 = 72.06\%$ + Female $19/68 \times 100 = 27.94\%$

Lower Middle Quartile – Male $43/68 \times 100 = 63.24\%$ + Female $25/68 \times 100 = 36.76\%$

Lower Quartile – Male $45/69 \times 100 = 65.22\%$ + Female $24/69 \times 100 = 34.78\%$