

S&B Commercials Gender Pay 2017

Based on annual earnings as of April 2017 (as per p60's) all employees

MEAN AVERAGE HOURLY RATE

Male 16.9329

Female 15.1460

GAP % 10.5%

MEDIAN HOURLY RATE

Male 14.9313

Female 13.9698

GAP % 6.4%

MEAN BONUS

Male 4435.0090

Female 1405.4641

GAP % 68.3%

MEDIAN BONUS

Male 825.0000

Female 825.0000

GAP % 0.0%

PROPORTION PAID BONUS

Male 57.8%

Female 70.4%

UPPER Quartile %

Male 56 **87.5%**

Female 8 **12.5%**

UPPER MIDDLE Quartile %

Male 56 **87.5%**

Female 8 **12.5%**

LOWER MIDDLE Quartile

Male 44 **68.7%**

Female 20 **31.3%**

LOWER Quartile %

Male 58 **90.6%**

Female 6 **9.4%**

Note 1

Criteria as defined by ACAS (www.acas.org.uk/genderpay)