

Payroll – Herefordshire & Ludlow College

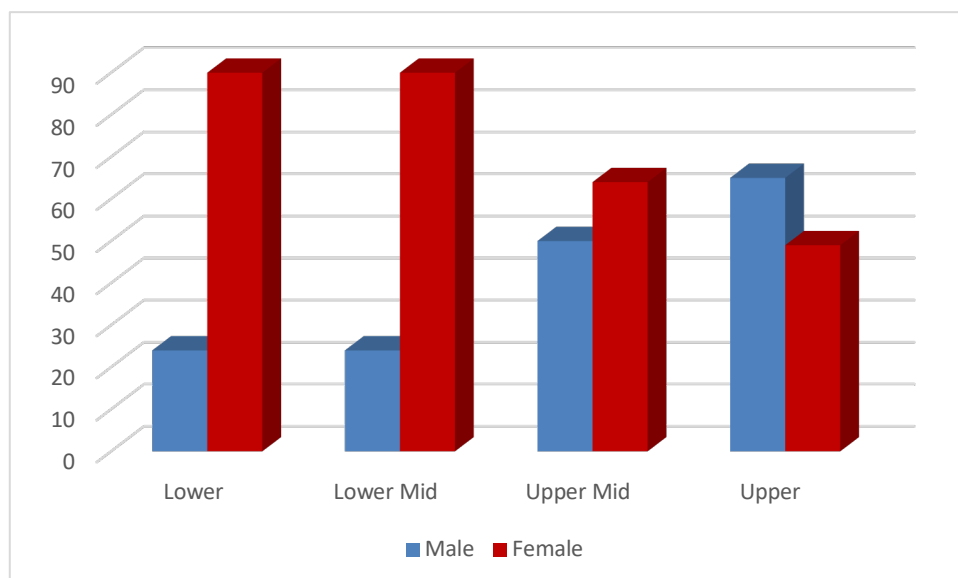
**Hourly Rate Gaps**

	Male	Female	Percentage Difference
<b>Mean</b>	15.98	13.51	15.45%
<b>Median</b>	15.90	12.33	22.45%

**Hourly Rate Quartiles**

Gender	Lower (114)		Lower Middle (114)		Upper Middle (114)		Upper (114)	
<b>Male</b>	24	21.05%	24	21.05%	50	43.85%	65	57.01%
<b>Female</b>	90	78.95%	90	78.95%	64	56.15%	49	42.99%

**Proportion of male and female employees per quartile**



**Bonus Gaps**

	Male	Female	Percentage Difference
<b>Mean</b>	0.00	0.00	0.00%
<b>Median</b>	0.00	0.00	0.00%

**Bonus Proportions**

Number of Males receiving bonus: 0/163  
 Proportion of Males receiving bonus: 0.00%  
 Number of Females receiving bonus: 0/293  
 Proportion of Females receiving bonus: 0.00%