

Gender Pay Gap Extract Report

Snapshot Date: 31.03.2017

Payroll – Herefordshire & Ludlow College

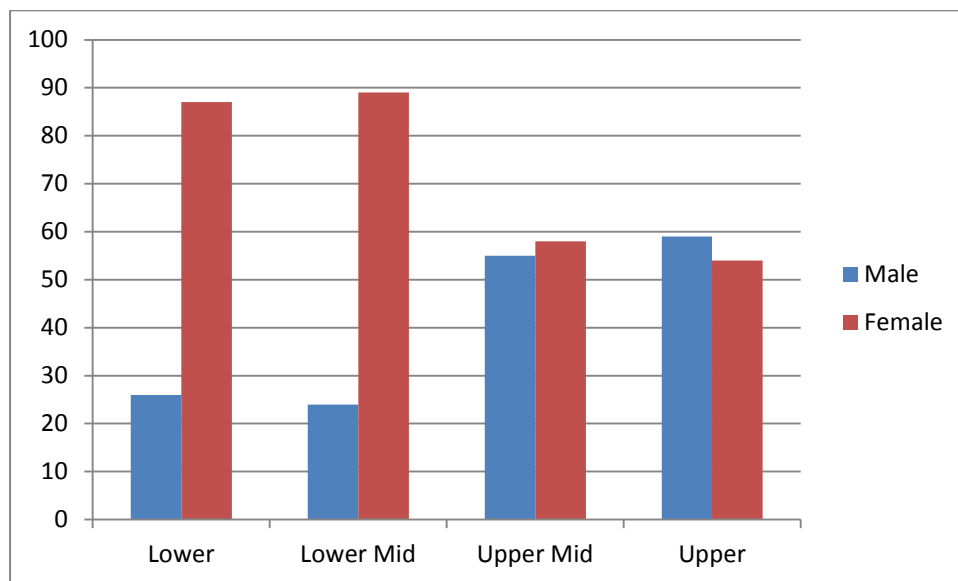
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	15.48	13.34	13.84%
Median	13.54	12.03	11.15%

Hourly Rate Quartiles

Gender	Lower (113)	Lower Middle (113)	Upper Middle (113)	Upper (113)				
Male	26	23.00%	24	21.24%	55	48.67%	59	52.21%
Female	87	77.00%	89	78.76%	58	51.33%	54	47.79%

Proportion of male and female employees per quartile



Bonus Gaps

	Male	Female	Percentage Difference
Mean	0.00	0.00	0.00%
Median	0.00	0.00	0.00%

Bonus Proportions

Number of Males receiving bonus: 0/169

Proportion of Males receiving bonus: 0.00%

Number of Females receiving bonus: 0/284

Proportion of Females receiving bonus: 0.00%