

Gender Pay Gap Extract Report  
 Snapshot Date: 31.03.2018

Payroll – Herefordshire & Ludlow College

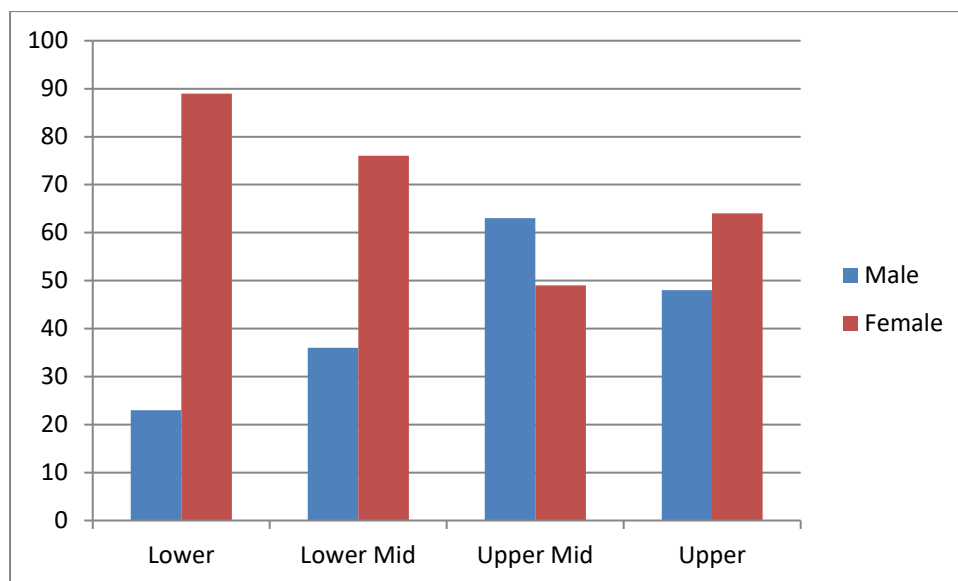
**Hourly Rate Gaps**

	Male	Female	Percentage Difference
<b>Mean</b>	16.03	13.95	12.97%
<b>Median</b>	14.88	13.73	7.73%

**Hourly Rate Quartiles**

Gender	Lower (112)	Lower Middle (112)	Upper Middle (112)	Upper (112)
<b>Male</b>	23	36	63	48
	23.53%	32.14%	56.25%	42.86%
<b>Female</b>	89	76	49	64
	79.47%	67.86%	43.75%	57.14%

**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: 0/170  
 Proportion of Males receiving bonus: 0.00%  
 Number of Females receiving bonus: 0/278  
 Proportion of Females receiving bonus: 0.00%