





Medway Norse

2018

Hourly Pay 	Mean 14.0%	Proportions by Gender  		
	Median 2.7%			
Bonus Pay 	Mean 61.1%	Receiving Bonus	2.9%	0.2%
	Median 0.9%	Upper Quartile Pay Band	73.6%	26.4%
		Upper Middle Quartile Pay Band	57.0%	43.0%
		Lower Middle Quartile Pay Band	42.1%	57.9%
		Lower Quartile Pay Band	15.7%	84.3%

The gender gap is not the same as equal pay. Equal pay ensures that men and women doing the same job are paid the same, the gender gap shows the difference in the average pay of men and women in the entire workforce.

This business has seen significant growth since figures were last reported. This growth has all been in areas which attracts more men than women. This has resulted in a small increase in the mean gap at 0.9%. The median gap has reduced by 3%.

We continue to review our recruitment and review practises to try and increase the number of women in management roles. The bonus scheme remains under review.