

## Inspire PTL – Gender Pay Gap Report 2021 – using data from 2019/20

Males in First Quartile:	20.18%
Females in First Quartile:	79.82%
Males in Second Quartile:	15.60%
Females in Second Quartile:	84.40%
Males in Third Quartile:	27.52%
Females in Third Quartile:	72.48%
Males in Fourth Quartile:	17.43%
Females in Fourth Quartile:	82.57%
Mean Male Hourly Rate	£10.47
Mean Female Hourly Rate	£10.06
Mean Gender Pay Gap:	3.92%
Median Male Hourly Rate	9.09
Median Female Hourly Rate	9.09
<b>Median Gender Pay Gap:</b>	<b>0</b>
Mean Male Bonus Pay	200
Mean Female Bonus Pay	207.33
Mean Gender Bonus Gap:	-3.67%
Median Male Bonus Pay	150
Median Female Bonus Pay	150
Median Gender Bonus Gap:	0.00%
Proportion of Males Receiving Bonus:	17.24%
Proportion of Females Receiving Bonus:	82.76%