

Gender Pay Gap

Summary of information (Excluding Relief Staff)

This information relates to a snapshot taken on 5 April 2022.

Relevant Employees

Total Relevant Employees	899	
Male Relevant Employees	236	26.25%
Female Relevant Employees	663	73.75%

Mean Gender Pay Gap **6.47%**

This is calculated as follows:-

$$\frac{\text{Mean hourly rate for males} - \text{Mean hourly rate for females}}{\text{Mean hourly rate for males}} \times 100$$

$$\frac{13.03 - 12.18}{13.03} \times 100 = \mathbf{6.47\%}$$

Median Gender Pay Gap **3.85%**

This is calculated as follows:-

$$\frac{\text{Median hourly rate for males} - \text{Median hourly rate for females}}{\text{Median hourly rate for males}} \times 100$$

$$\frac{10.75 - 10.34}{10.75} \times 100 = \mathbf{3.85\%}$$

Mean Bonus Gender Pay Gap Not relevant to CrossReach 0%

Median Bonus Gender Pay Gap Not relevant to CrossReach 0%

Proportion of Males and Females in each quartile pay band

Quartile	Hourly Rate Covered		No of Relevant Employees	%age of Relevant Employees in Quartile
1	£9.50 - £10.21	Total	225	
		Males	47	20.89%
		Females	178	79.11%
2	£10.21 - £10.34	Total	226	
		Males	59	26.11%
		Females	167	73.89%
3	£10.34 - £13.53	Total	226	
		Males	61	26.99%
		Females	165	73.01%
4	£13.53 - £47.95	Total	221	
		Males	69	31.22%
		Females	152	68.78%