**Gender Pay Gap**

**Summary of information (Excluding Relief Staff)**

This information relates to a snapshot taken on 5 April 2023.

**Relevant Employees**

|  |  |  |
| --- | --- | --- |
| Total Relevant Employees | 1061 |   |
| Male Relevant Employees | 280 | 26.39% |
| Female Relevant Employees | 781 | 73.61% |

**Mean Gender Pay Gap 4.81%**

This is calculated as follows: -

Mean hourly rate for males – Mean hourly rate for females X 100

 Mean hourly rate for males

 14.65 – 13.86 X 100 = **4.81%**

 14.65

**Median Gender Pay Gap 3.85%**

This is calculated as follows: -

Median hourly rate for males – Median hourly rate for females X 100

 Median hourly rate for males

 11.89 – 11.43 X 100 = **3.85%**

 11.89

**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 | £10.49 - £11.29 | Total | **265** |   |
| Males | 62 | 23.40% |
| Females | 203 | 76.60% |
| 2 | £11.29 - £11.43 | Total | **265** |   |
| Males | 68 | 25.66% |
| Females | 197 | 74.34% |
| 3 | £11.43 - £14.16 | Total | **265** |   |
| Males | 70 | 26.42% |
| Females | 195 | 73.58% |
| 4 | £14.16 -£50.35 | Total | **266** |   |
| Males | 80 | 30.08% |
| Females | 186 | 69.92% |