





Devon Norse

2018

Hourly Pay 	Mean 2.5%	Proportions by Gender		
	Median 0.0%			
Bonus Pay 	Mean 38.8%	Receiving Bonus	1.7%	0.5%
	Median 8.7%	Upper Quartile Pay Band	41.0%	59.0%
		Upper Middle Quartile Pay Band	20.6%	79.4%
		Lower Middle Quartile Pay Band	36.4%	63.6%
		Lower Quartile Pay Band	26.3%	73.7%

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.

The small gap at 2.5% mean and 0% at median is well below the national average of 8.6% (Office of National Statistics 2018) and is a reduction of 1.2% on the previous year. We are on target to have eliminated the gap completely in the next 2 years.

The gap in bonus payments is impacted by including the Managing Director's, who is male, being included in the overall figures. Bonus payments remain under review.