



## **Swanton Care Gender Pay analysis 2018/19**

- Women's hourly rate is 2.1% higher (mean) and 1.4% lower (median).
- Top salary quartile has 32.4% men and 67.6% women
- Upper middle salary quartile has 40.4% men and 59.6% women
- Lower middle salary quartile has 35.7% men and 64.3% women
- Lower salary quartile has 24.3% men and 75.7% women
- Women's bonus pay is 141.7% HIGHER (mean) and 0.0% lower (median)
- 15.2% of men and 16.0% of women received bonus pay