

Swanton Care Gender Pay analysis 2018/19

Difference in hourly rate of pay - mean	10.5%
Difference in hourly rate of pay - median	0.0%
Percentage of employees who received bonus pay	
Male	37.3%
Female	30.3%
Difference in bonus pay – mean	-5.6%
Difference in bonus pay - median	-7.3%
Upper quartile Male	36.6%
Upper quartile Female	63.4%
Upper middle quartile Male	35.9%
Upper middle quartile Female	64.1%
Lower middle quartile Male	43.8%
Lower middle quartile Female	56.2%
Lower quartile Male	18.4%
Lower quartile Female	81.6%