

Swanton Care Gender Pay Analysis 2019-2020

Difference in hourly rate of pay - mean	6.8%
Difference in hourly rate of pay - median	0.0%
Percentage of employees who received bonus pay	
Male	15.6%
Female	29.5%
Difference in bonus pay - mean	28.6%
Difference in bonus pay - median	0.0%
Upper quartile Male	34.9%
Upper quartile Female	65.1%
Upper middle quartile Male	35.7%
Upper middle quartile Female	64.3%
Lower middle quartile Male	31.4%
Lower middle quartile Female	68.6%
Lower quartile Male	33.9%
Lower quartile Female	66.1%