



GEM PARTNERSHIP LIMITED

Snapshot Date used Week 52 Payroll 2016/17

Gender Pay Reporting Summary

MEN

WOMEN

Mean Hourly Rate of Pay full pay employees	£ 9.63	£ 8.74
Mean Gender Pay Gap %	9.19	

Median Hourly Rate of Pay full pay employees	£9.19	£8.22
Median Gender Pay Gap %	10.55	

Mean Bonus Pay	£1,758.88	£1,798.44
Mean Bonus Pay Gap %	-2.25	

Median Bonus Pay	£1,239.00	£1,224.00
Median Bonus Pay Gap %	1.21	

Proportion of Men and Women Paid Bonus		£ 50.00	£ 50.00
Bonus Gap	%	0.00	

Quartile A	%	80.91	19.09
Quartile B	%	89.09	10.91
Quartile C	%	92.73	7.27
Quartile D	%	90.99	9.01