



GEM PARTNERSHIP LIMITED

Snapshot Date used Week 53 Payroll 2018/19

Gender Pay Reporting Summary	MEN	WOMEN
Mean Hourly Rate of Pay full pay employees	8.76	8.81
Mean Gender Pay Gap %	-0.57	
Median Hourly Rate of Pay full pay employees	8.00	8.00
Median Gender Pay Gap %	0.00	
Mean Bonus Pay	3140.00	1232.79
Mean Bonus Pay Gap %	60.74	
Median Bonus Pay	2934.00	815.00
Median Bonus Pay Gap %	72.22	
Proportion of Men and Women Paid Bonus	36.00	64.00

Bonus Gap	%	-77.78
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Quartile A	%	41.74	58.26
Quartile B	%	100.00	0.00
Quartile C	%	88.07	11.93
Quartile D	%	79.01	20.99