



GEM PARTNERSHIP LIMITED

Snapshot Date used Week 52 Payroll 2017/18

Gender Pay Reporting Summary

MEN

WOMEN

Mean Hourly Rate of Pay full pay employees	£9.35	£8.83
Mean Gender Pay Gap %	5.52	

Median Hourly Rate of Pay full pay employees	£8.61	£7.98
Median Gender Pay Gap %	7.32	

Mean Bonus Pay	£3,646.90	£1,993.73
Mean Bonus Pay Gap %	45.33	

Median Bonus Pay	£3,554.91	£700.00
Median Bonus Pay Gap %	80.31	

Proportion of Men and Women Paid Bonus		36.36%	63.64%
Bonus Gap	%	-75.00	

Quartile A	%	76.76%	23.24%
Quartile B	%	85.33%	14.67%
Quartile C	%	92.39%	7.61%
Quartile D	%	80.54%	19.46%