



Barnsley Norse

2018

Hourly Pay		Proportions by Gender	
	Mean		
	Median		
	Mean	Receiving Bonus	
	Median	Upper Quartile Pay Band	
		Upper Middle Quartile Pay Band	
		Lower Middle Quartile Pay Band	
		Lower Quartile Pay Band	

Hourly Pay		Proportions by Gender	
	Mean		
	Median		
		Receiving Bonus	
		Upper Quartile Pay Band	
		Upper Middle Quartile Pay Band	
		Lower Middle Quartile Pay Band	
		Lower Quartile Pay Band	

Bonus Pay		Proportions by Gender	
	Mean		
	Median		
		Receiving Bonus	
		Upper Quartile Pay Band	
		Upper Middle Quartile Pay Band	
		Lower Middle Quartile Pay Band	
		Lower Quartile Pay Band	

The gender gap is not the same as equal pay. Equal pay ensures that men and women doing the same job are paid the same, the gender gap shows the difference in the average pay of men and women in the entire workforce.

We are pleased to see a significant reduction in the mean gender pay gap reducing by over 9%. It is significantly below the national average of 8.6% (Office of National Statistics 2018).

We will be working towards eliminating this gap over the next two to three years. Bonus pay is significantly preferential to female staff as the MD is female and the highest paid individual.