

Mawdsley-Brooks Gender Pay Gap Disclosure

Mawdsley-Brooks is pleased to publish its Gender Pay Gap Reporting information for 2018, as required by the UK Government.

The gender pay gap is an equality measure that shows the difference in average earnings, both median and mean, between women and men. This is expressed as a percentage of men's earnings.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Median gender pay gap	(8.5)%
Mean gender pay gap	12.6%
Median gender bonus pay gap	20.0%
Mean gender bonus pay gap	27.0%
Proportion of men receiving a bonus	28.1%
Proportion of women receiving a bonus	25.8%

Pay quartiles by gender:

	Men	Women
Upper quartile	60.5%	39.5%
Upper middle quartile	52.2%	47.8%
Lower middle quartile	59.6%	40.4%
Lower quartile	61.1%	38.9%

I confirm that the information in this statement is accurate.

Joy Ellison (Finance & IT Director)

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The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Median gender pay gap	(8.9)%
Mean gender pay gap	4.2%
Median gender bonus pay gap	(12.3)%
Mean gender bonus pay gap	17.0%
Proportion of men receiving a bonus	22.9%
Proportion of women receiving a bonus	24.2%

Pay quartiles by gender:

	Men	Women
Upper quartile	58.6%	41.4%
Upper middle quartile	48.2%	51.8%
Lower middle quartile	62.9%	37.1%
Lower quartile	74.8%	25.2%

I confirm that the information in this statement is accurate.

Joy Ellison (Finance & IT Director)