

## Appendix One – Gender Pay by Pay Range

<b>Pay Range</b>	<b>Median Hourly Pay Gap</b>	<b>Median Bonus Pay Gap</b>	<b>Comments</b>
Director	Plus 7.6%	3.2%	– Positive Pay Gap due to recent recruitment of 2 new male Directors
Pay Range 2	0%	5.9%	– Bonus gap due to greater proportion of women working part time and with shorter service
Pay Range 3	0%	2.37%	– No/small gap
Pay Range 4	13.6%	9%	– Hourly pay gap due to greater proportion of men receiving job related allowances. Bonus gap due to more women working part-time/with shorter service
Pay Range 5	5.1%	Plus 2%	– Hourly pay gap due to greater proportion of men receiving job related allowances
Pay Range 6	4.9%	3.8%	– Hourly pay gap due to greater proportion of men receiving job related allowances. Bonus gap due to more women with shorter service.
Pay Range 7	2.5%	10.9%	– Bonus pay gap due to greater proportion of men receiving long service awards, and more women working part time.
Pay Range 8	16.3%	0%	– Pay gap due to a greater proportion of men receiving job related allowances.
Pay Range 9	8.9%	5.4%	– Hourly pay gap due to a greater proportion of men with longer service and job related allowances. Bonus gap due to a greater proportion of women working part-time.
Pay Range 10	5.3%	0%	– Hourly pay gap due to greater proportion of men receiving job related allowances
Pay Range 11	4.4%	9.7%	– Hourly pay gap due to greater proportion of men with longer service and job related allowances. Bonus gap due to greater proportion of women working part-time
Pay Range 12	6.1%	34.5%	– Bonus pay gap due to a greater proportion of women working part-time and with shorter service. Hourly pay gap due to more women with shorter service.