



# Gender Pay Gap Report

## 5th April 2017

### Background

From 2017, Gender Pay Gap Legislation requires any organisation that has 250 or more employees to publish a report showing how large the pay gap is between male and female employees. The pay gap is the difference between the average (mean or median) earnings of men and women, expressed as the percentage of women's earnings compared to men's earnings.

The report must be published by 4<sup>th</sup> of April each year for the private sector, the information must be displayed on the employers' own website and a designated Government website.

### Scope

For the purposes of gender pay reporting, the definition of an employee is that which is given in the Equality Act 2010. This is known as an 'extended' definition which includes:

- Employees (those with a contract of employment)
- Workers (those with a contract to do work or provide services for the organisation)
- Some self-employed people (where they have to personally carry out the work they do for the organisation)

The gender pay gap calculation is based on the number of individual employees and not the full-time equivalent. This means that each part-time employee counts as one employee.

Apprentices, seasonal, temporary or casual employees are included if they fall within the reference period set out above.

### Gender Pay Gap information

Having analysed the data as at 5<sup>th</sup> April 2017 The Ryde House Group can report the following:

We have a total of 279 employees (excluding directors)

119 Male (43%)

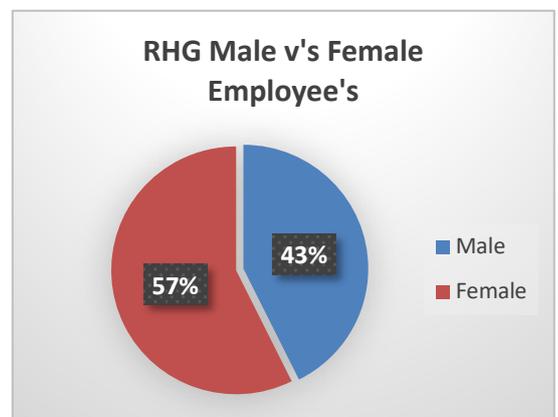
160 Female (57%)

### Average Hourly Pay

**Our mean average hourly rate:**

Male £8.47

Female £8.13



**Our median average hourly rate:**

Male £7.65

Female £7.65

Resulting in a Mean gender pay gap of **4.0%** and a Median pay gap of **0.0%**

**Quartile Bands**

Of the 70 employees in the lower quartile, 32 (45.7%) are male and 38 (54.3%) female.

Of the 69 employees in the lower middle quartile, 25 (36.2%) are male and 44 (63.8%) female.

Of the 70 employees in the upper middle quartile 29 (41.4%) are male and 41 (58.6%) Female.

Of the 70 employees in the upper quartile 33 (47.1%) are male and 37 (52.9%) female.