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SEN Trust Southend



## The Gender Gap Report

**For: SEN Trust Southend**

**as at: March 2023**

|                                                          |              |
|----------------------------------------------------------|--------------|
| <b>1. Difference in hourly rate of pay – Mean</b>        | <b>21.9%</b> |
| <b>2. Difference in hourly rate of pay – Median</b>      | <b>12.7%</b> |
| <b>3. Difference in bonus pay – Mean</b>                 | <b>0%</b>    |
| <b>4. Difference in bonus pay – Median</b>               | <b>0%</b>    |
| <b>5. Percentage of employees who received bonus pay</b> |              |
| Males                                                    | <b>0%</b>    |
| Females                                                  | <b>0%</b>    |
| <b>6. Employees by pay quartile</b>                      |              |
| <i>Upper quartile</i>                                    |              |
| Male                                                     | <b>25%</b>   |
| Female                                                   | <b>75%</b>   |
| <i>Upper middle quartile</i>                             |              |
| Male                                                     | <b>19%</b>   |
| Female                                                   | <b>81%</b>   |
| <i>Lower middle quartile</i>                             |              |
| Male                                                     | <b>10%</b>   |
| Female                                                   | <b>90%</b>   |
| <i>Lower quartile</i>                                    |              |
| Male                                                     | <b>14%</b>   |
| Female                                                   | <b>86%</b>   |

## Commentary

