

The Gender Gap Report

For: SEN Trust Southend

as at: March 2024

1. Difference in hourly rate of pay – Mean	19.5%
---	--------------

2. Difference in hourly rate of pay – Median	13.6%
---	--------------

3. Difference in bonus pay – Mean	0%
--	-----------

4. Difference in bonus pay – Median	0%
--	-----------

5. Percentage of employees who received bonus pay	
Males	0%
Females	0%

6. Employees by pay quartile	
<i>Upper quartile</i>	
Male	24%
Female	76%
<i>Upper middle quartile</i>	
Male	17%
Female	83%
<i>Lower middle quartile</i>	
Male	10%
Female	90%
<i>Lower quartile</i>	
Male	11%
Female	89%

Commentary