



2021 Reporting for 2020 'Snapshot'
Mean Median

Prior Reporting Period
Mean Median

Mean and median gender pay gap

The mean gender pay gap between male and female employees at Carnell is 2% (female mean pay is less than male mean pay). The median gap is 29% (male median pay is greater than female median pay). We are required to publish both figures, as the two are fundamentally different measures.

2% **29%** **-23%** **16%**

The mean measures the difference between the 'average of all salaries' for male and female, while the median is calculated using the midpoint salary for each gender

Mean and median bonus gap

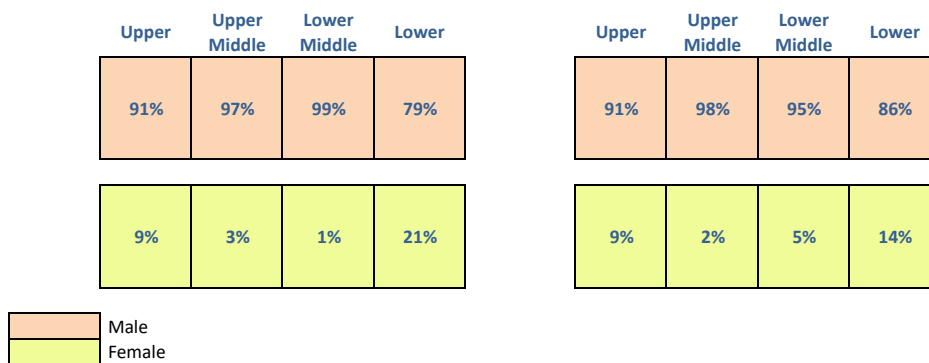
Similarly, the mean bonus gap measures the difference between the 'average of all bonus payments' for male and female, while the median is calculated using the midpoint bonus value for each gender

293% **-100%** **-79%** **-68%**

Proportion of men and women in each quartile of the organisations pay structure

The chart opposite shows the distribution of gender across four equal quartiles of seniority by pay from the lowest 25% of earners to the highest 25% of earners.

In the lower quartile of the organisation that represents the most junior and lower paid roles, there are 79% men and 21% women. In the upper quartile which contains the



Proportion of employees receiving a bonus

Male	Female	Male	Female
49%	56%	47%	77%

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

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