



2022 Reporting for 2021 '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 21% (female mean pay is less than male mean pay). The median gap is 19% (male median pay is greater than female median pay). We are required to publish both figures, as the two are fundamentally different measures.

21% **19%** **2%** **29%**

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

152% **-80%** **293%** **-100%**

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 83% men and 17% women. In the upper quartile which contains the most senior

	Upper	Upper Middle	Lower Middle	Lower
Male	91%	96%	97%	83%
Female	9%	4%	3%	17%

Male
 Female

Proportion of employees receiving a bonus

Male Female Male Female

53% **61%** **49%** **56%**

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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