St Monica Home

Gender Pay Gap Reporting
for dataset: April 2024

This report has been produced for your organisation. It includes all the figures required for Gender Pay Reporting under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

It also provides a detailed analysis of all your datapoints mapped in the Gapsquare app. This allows your company to break down your organization-wide metrics into smaller groups of employees - for example, you could look at employees by age, job level, business unit, or any other custom label.
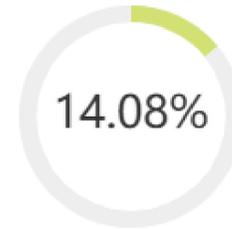
Headline Figures

Hourly remuneration

Women's **mean hourly rate** is 14.08% less

Mean pay per hour for men: 17.41   Mean pay per hour for women: 14.96

14.08%
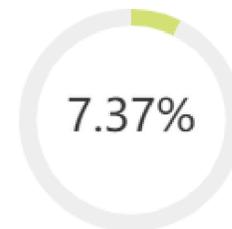
Difference in pay: 2.45

Women's **median hourly rate** is 7.37% less

Median pay per hour for men: 13.40   Median pay per hour for women: 12.42
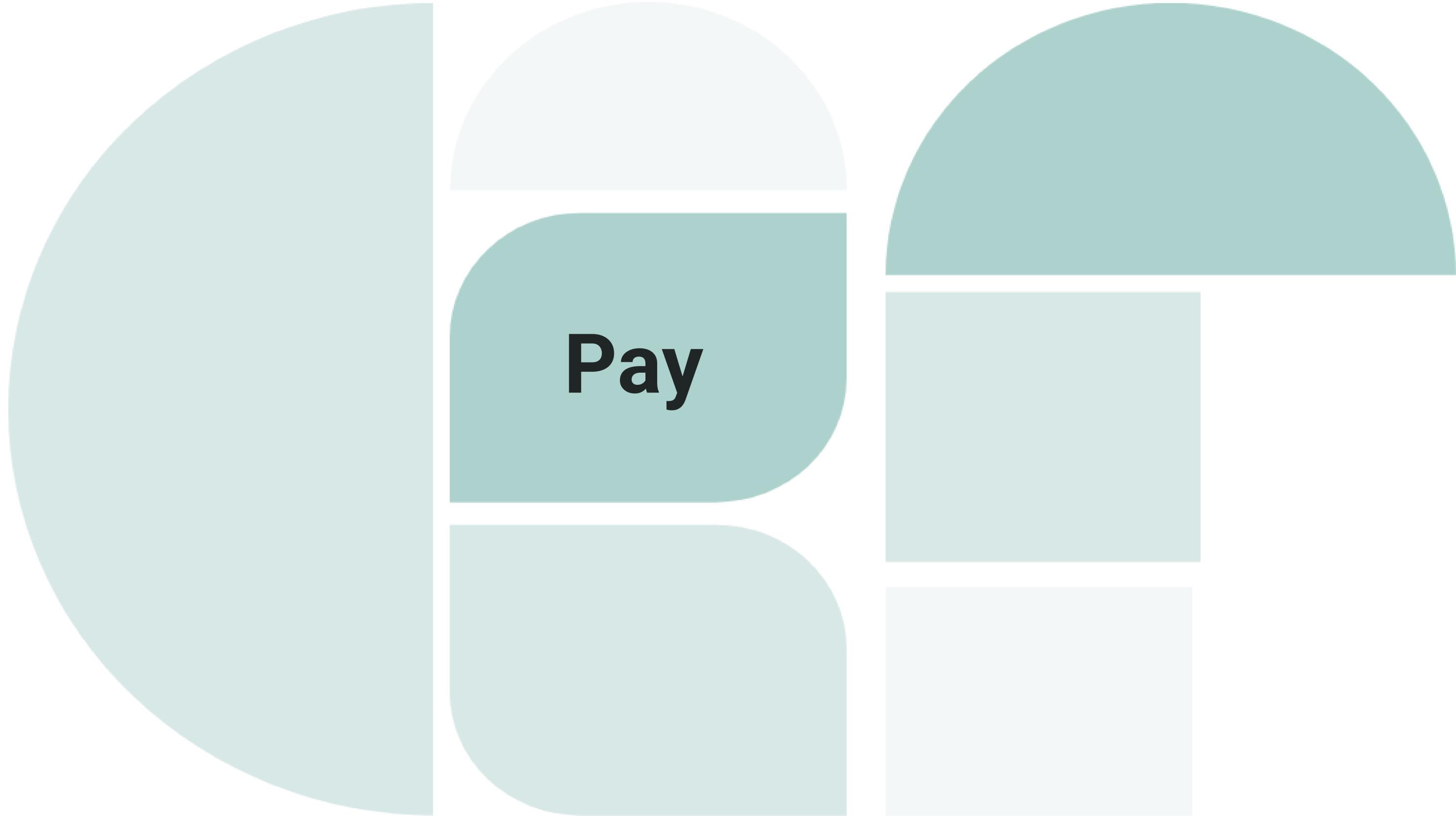
7.37%

Difference in pay: 0.99

Headline Figures

Quartiles

Group	Mean Pay Ms	Mean Pay Fs	Pay Gap (mean)	Pay Gap (median)	Percentage of Ms	Percentage of Fs	Contribution to Pay Gap
Lower quartile	11.59	11.63	-0.36%	0%	18.61%	81.39%	-3.69%
Lower middle quartile	12.40	12.38	0.15%	0%	20.15%	79.85%	-2.27%
Upper middle quartile	13.94	14.09	-1.08%	-1.81%	21.90%	78.10%	-0.79%
Upper quartile	27.30	22.65	17.03%	5.36%	28.94%	71.06%	20.83%

Bonus

Women's **mean bonus pay** is 15.85% more

Women's **median bonus pay** is 577.60% more

Proportion of **women receiving** bonus: 3.27%

Proportion of **men receiving** bonus: 8.50%

Pay

Hourly remuneration

Women's mean hourly rate is 14.08% less

Mean pay per hour for men: 17.41

Mean pay per hour for women: 14.96

Difference in pay: 2.45

Women's median hourly rate is: 7.37% less

Median pay per hour for men: 13.40

Median pay per hour for women: 12.42

Difference in pay: 0.99

Detailed Report Analysis By Quartiles

Group	Mean Pay Ms	Mean Pay Fs	Pay Gap (mean)	Pay Gap (median)	Percentage of Ms	Percentage of Fs	Contribution to Pay Gap
Lower quartile	11.59	11.63	-0.36%	0%	18.61%	81.39%	-3.69%
Lower middle quartile	12.40	12.38	0.15%	0%	20.15%	79.85%	-2.27%
Upper middle quartile	13.94	14.09	-1.08%	-1.81%	21.90%	78.10%	-0.79%
Upper quartile	27.30	22.65	17.03%	5.36%	28.94%	71.06%	20.83%

Contribution of Each Quartile to the Pay Gap
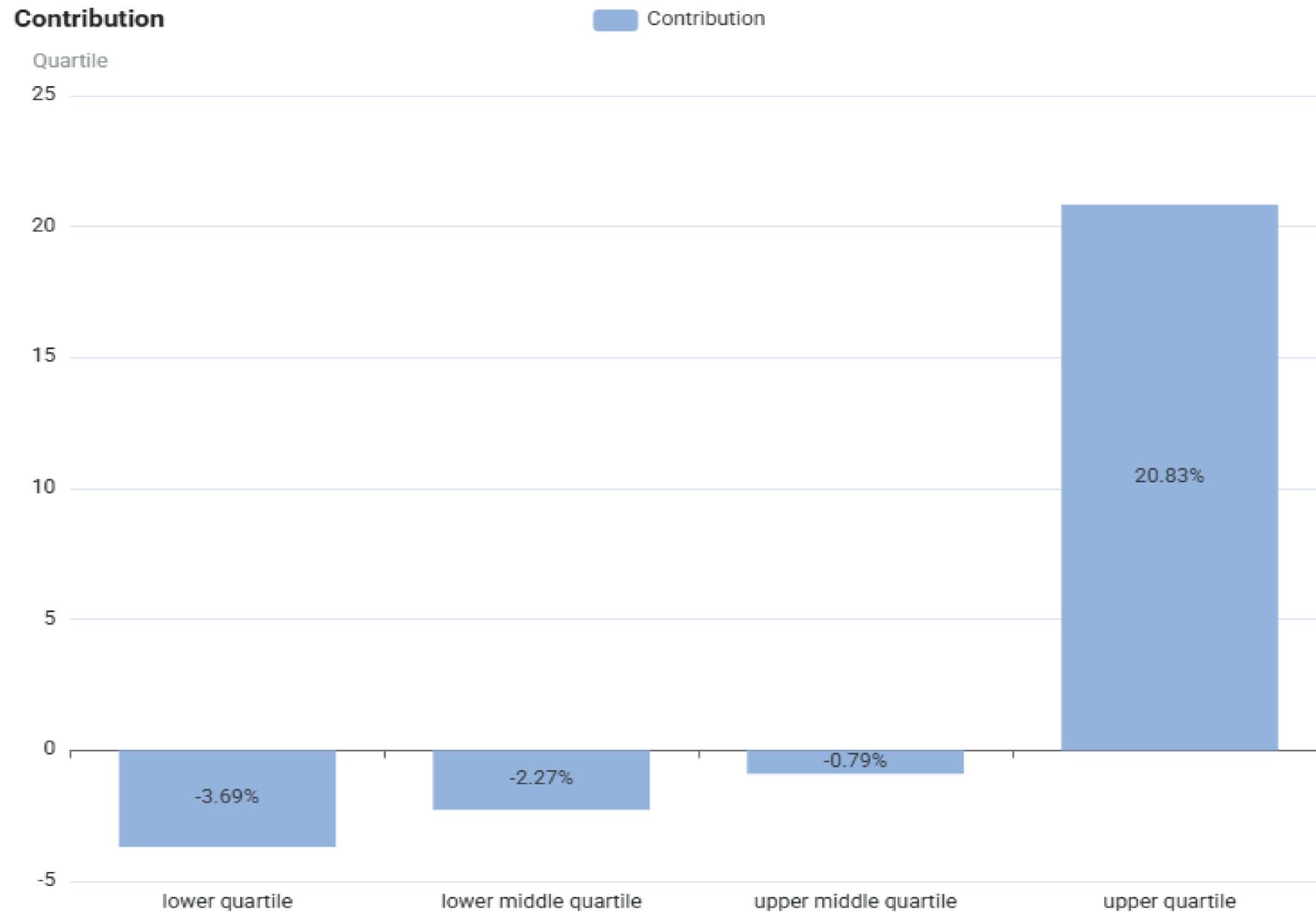
Contribution

Quartile
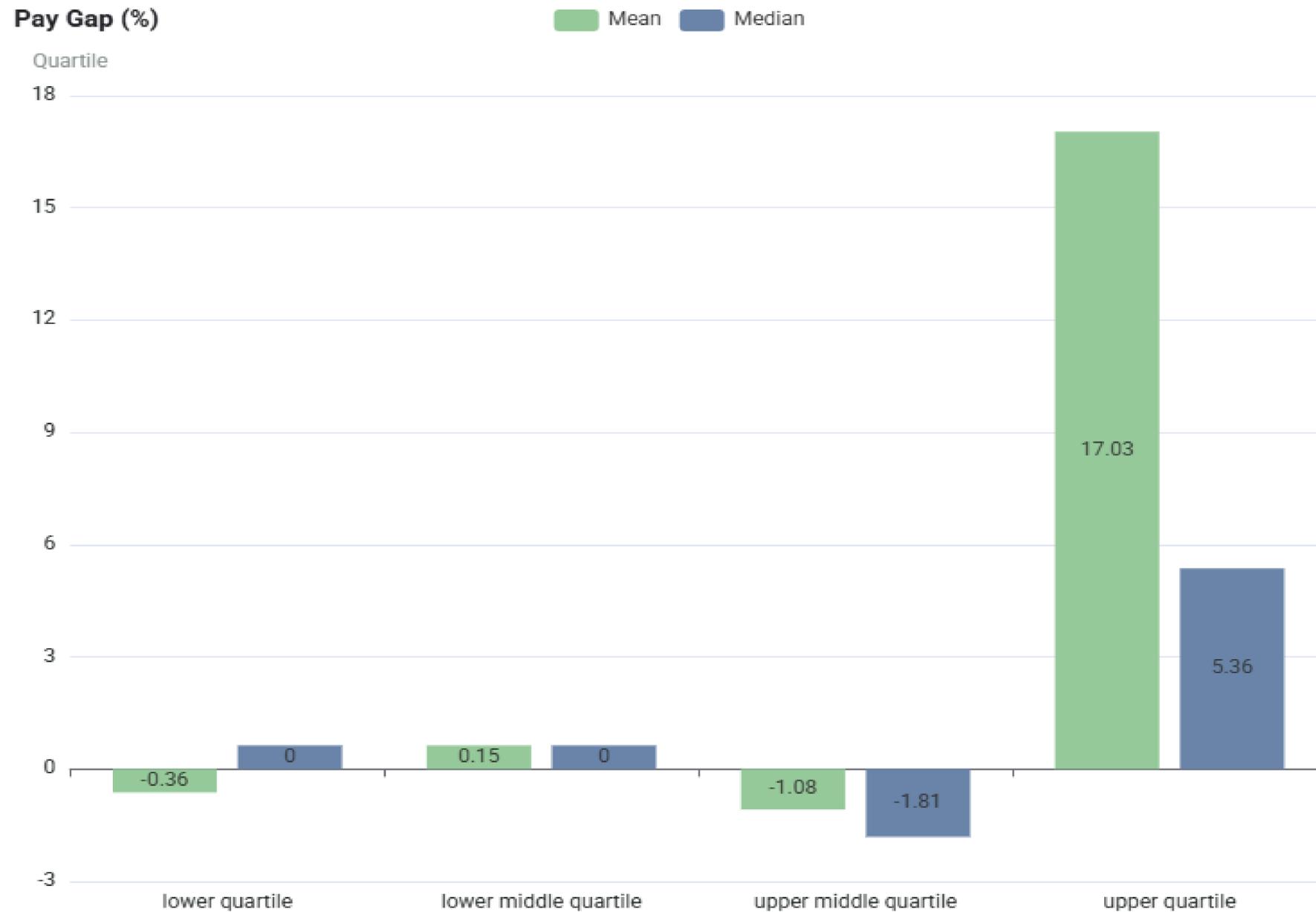
The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards your mean pay gap.

Workforce Representation by Quartiles
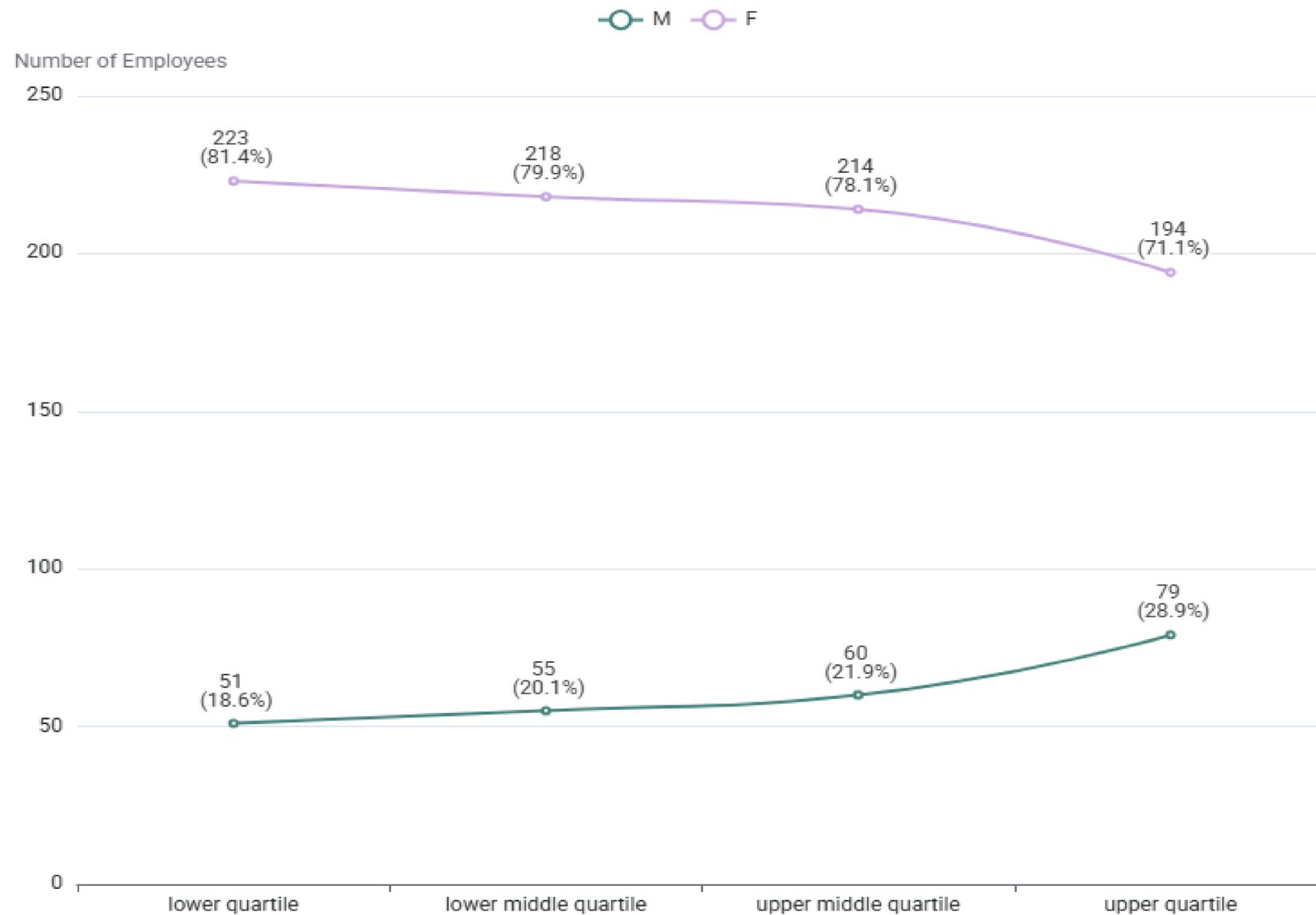
This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.

Pay Gaps by Quartiles

Pay Gap (%)
Quartile

■ Mean ■ Median

Quartile	Mean	Median
lower quartile	-0.36	0
lower middle quartile	0.15	0
upper middle quartile	-1.08	-1.81
upper quartile	17.03	5.36

Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down your organisation's overall pay gap.

brightmine™ Pay Equity Analytics

Pay Ranges by Quartiles

Legend: M | F | Group Medians | Group Average

Mean Pay

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
Group Average	11.62	12.38	14.06	23.99
M	11.59	12.4	13.94	27.3
F	11.63	12.38	14.09	22.65

Median Pay

	lower quartile	lower middle quartile	upper middle quartile	upper quartile
Group Average	11.62	12.38	14.06	23.99
M	11.96	12.39	13.75	23.07
F	11.96	12.39	14	21.84

This chart shows you the pay ranges that provide the averages of Mean and Median for comparison.
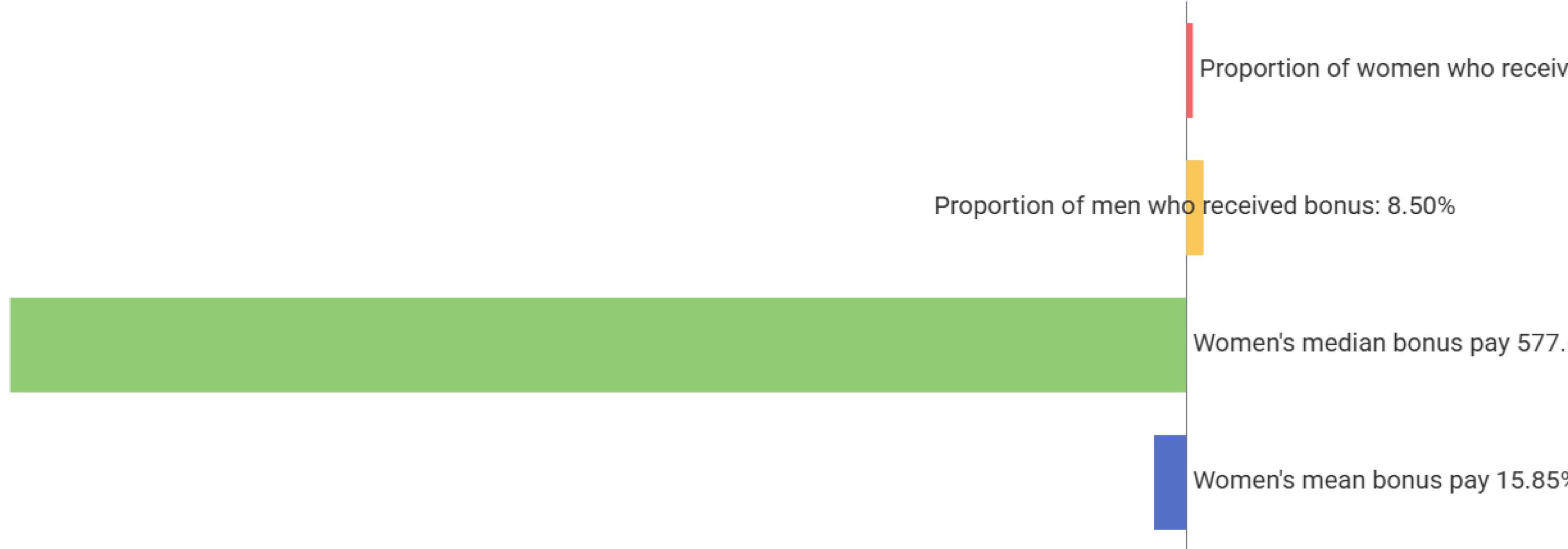
Bonus

Bonus metrics

|	
Proportion of women who receiv[...]	
Proportion of men who received bonus: 8.50%	
Women's median bonus pay 577.[...]	
Women's mean bonus pay 15.85%	

Detailed Bonus Analysis By Quartiles

Group	Mean Bonus Pay Ms	Mean Bonus Pay Fs	Bonus Pay Gap (mean)	Bonus Pay Gap (median)	Percentage of Ms	Percentage of Fs	Contribution to Bonus Pay Gap
Lower quartile	250.00	241.67	3.33%	0%	53.85%	46.15%	1.70%
Lower middle quartile	333.33	316.67	5%	0%	50.00%	50.00%	1.47%
Upper middle quartile	1803.33	1979.89	-9.79%	-7.09%	25.00%	75.00%	-20.40%
Upper quartile	5966.10	5580.00	6.47%	16.83%	41.67%	58.33%	1.37%

Contribution of Each Quartile to the Bonus Gap
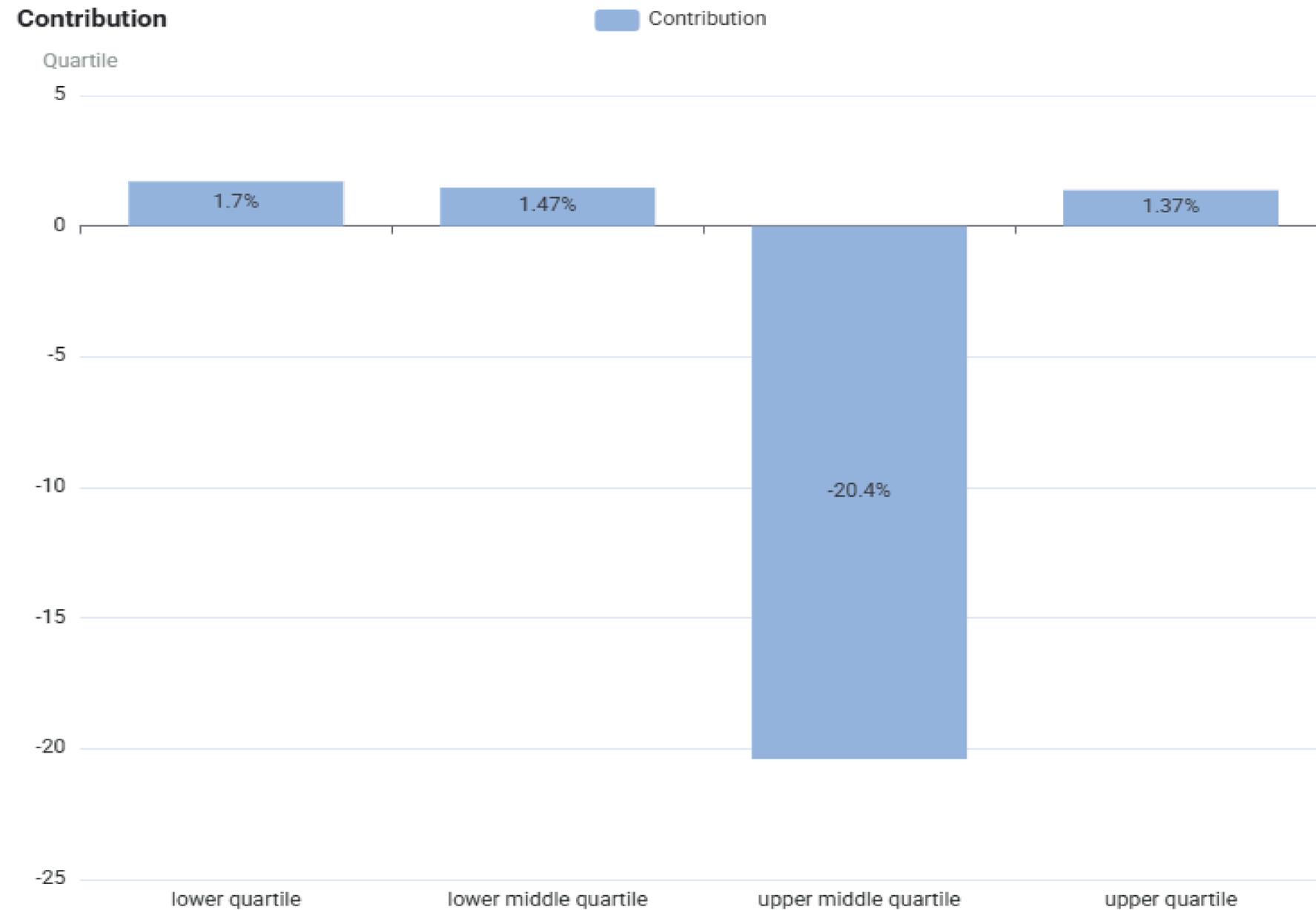
The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards your mean bonus pay gap.

Bonus Workforce Representation by Quartiles
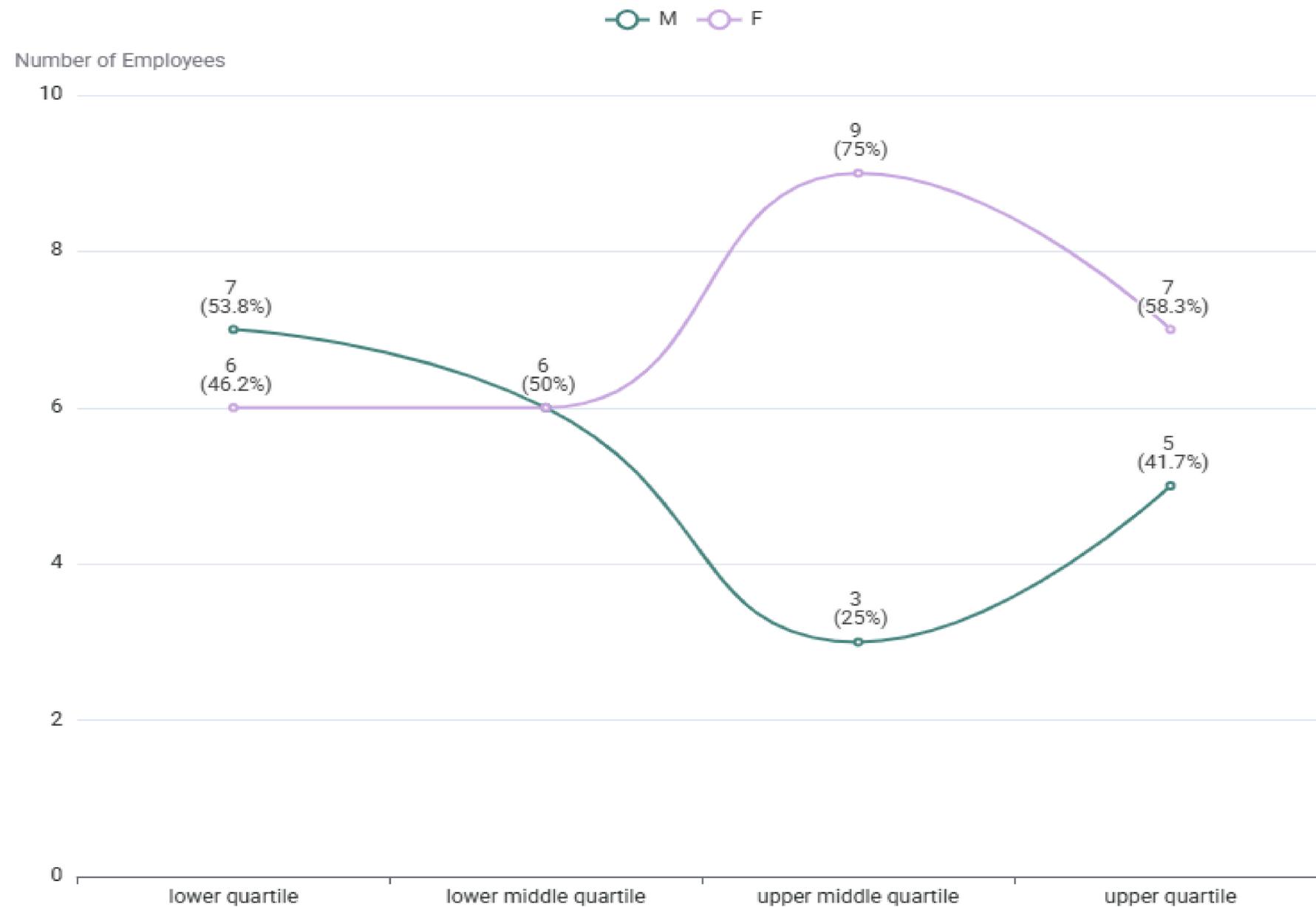
This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate bonus pay quartiles.

Bonus Gaps by Quartiles

Pay Gap (%)

■ Mean ■ Median
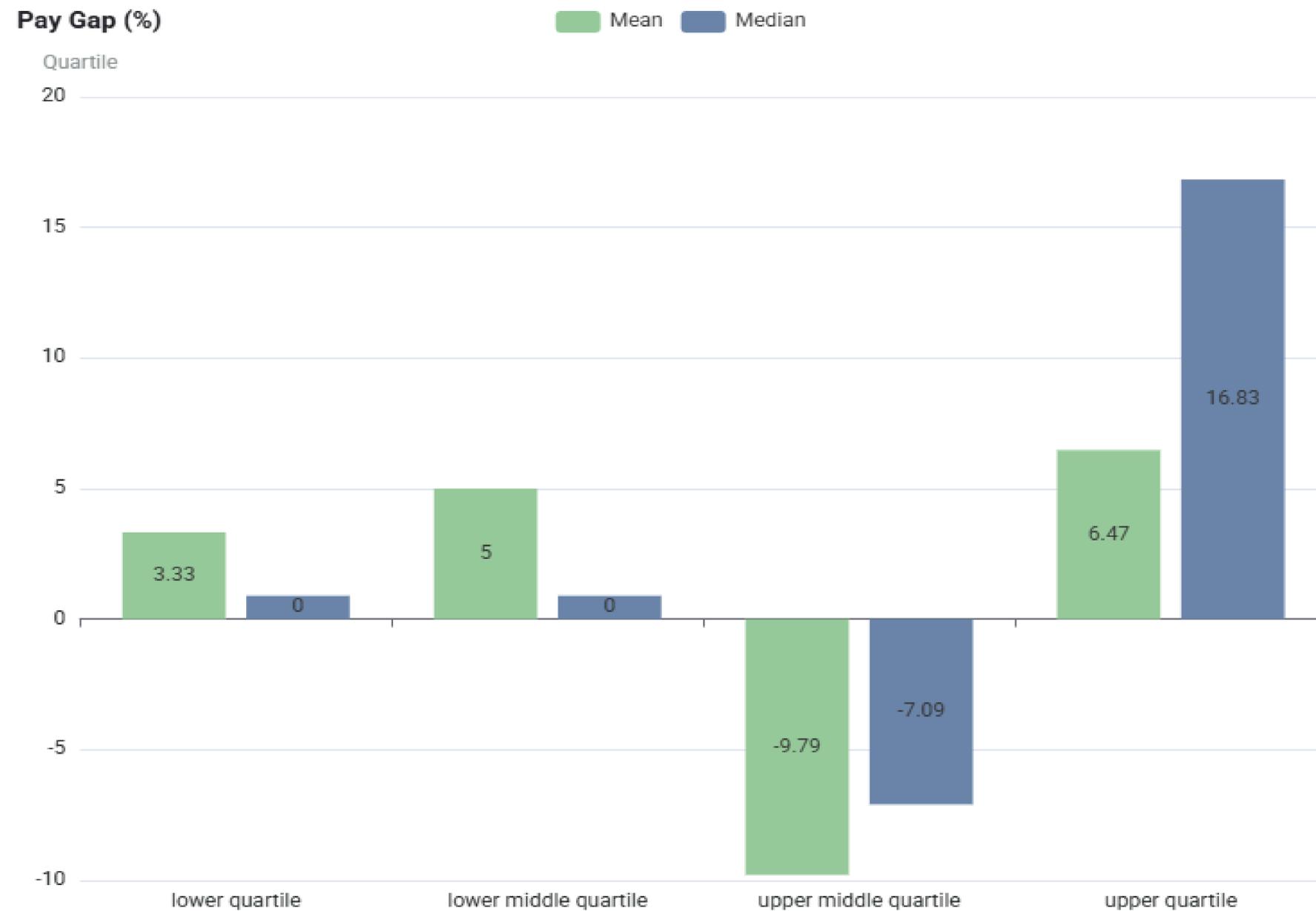
Quartile

Each Quartile has its own separate bonus pay gap, comparing them shows what levels of bonus pay present the key imbalances and breaks down your organisation's overall bonus pay gap.

Quartile	Mean	Median
lower quartile	3.33	0
lower middle quartile	5	0
upper middle quartile	-9.79	-7.09
upper quartile	6.47	16.83

Bonus Ranges by Quartiles

Legend: ■ M ■ F ■ Group Medians ●— Group Average

Mean Pay

Quartile	Values
lower quartile	250 / 246.15 / 241.67
lower middle quartile	333.32 / 325.00 / 316.67
upper middle quartile	1803.33 / 1935.75 / 1979.89
upper quartile	5966 / 5740.88 / 5580

Median Pay

Quartile	Values
lower quartile	250 / 246.15 / 250
lower middle quartile	250 / 325.00 / 250
upper middle quartile	1764 / 1935.75 / 1889
upper quartile	5238.5 / 5740.88 / 4357

This chart shows you the bonus pay ranges that provide the averages of Mean and Median for comparison.

Glossary of terms

Group:

The name of the groups is taken from your data, using the same terms you have mapped in the Pay Equity Analytics app.

Mean Pay Gap:

The raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers.

Median Pay Gap:

The difference in pay between the middle-paid man and middle-paid woman in your organisation, usually expressed as a percentage. This is less affected by outliers.

Quartile:

A division of your entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to your highest-paid group (upper quartile).

Contribution to Pay Gap:

The number of percentage points a group contributes to your overall mean pay gap, whereby summing all your contributions per group will give you the mean pay gap. Using this, you will see which group contributes most to your organisation's pay gap.

Thank you