

# Gender Pay Gap Report

As at 31<sup>st</sup> March 2017

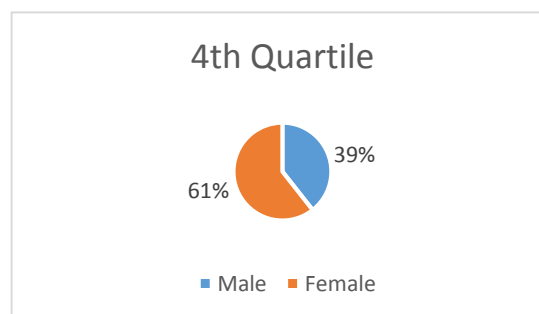
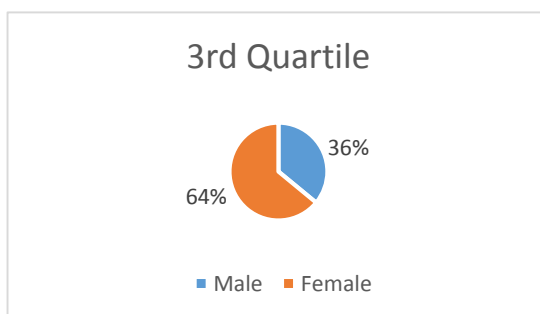
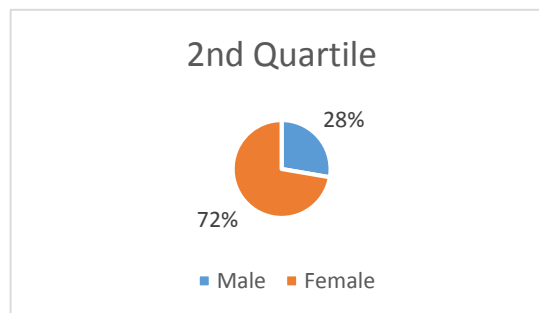
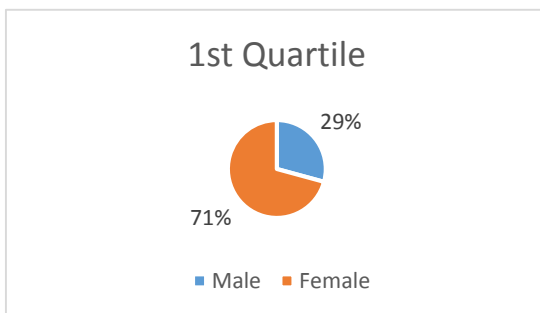
This is a simple report on women and men's average earnings across the federation as at a particular point in time expressed as a percentage of men's earnings. There are many reasons why there might be a pay gap, such as a gender imbalance in the different levels of roles or if particular types of roles are dominated by a particular sex.

Gender pay gap should not be confused with equal pay. A gender pay gap does not mean there is an equal pay issue within an organisation.

## Pay Gap

Mean Gender Pay Gap	9.6%
Median Gender Pay Gap	9.2%

## Quartile Pay Bands



## Understanding the figures

As at the snapshot date, 67% of the workforce were female and though the female group dominates every quartile, the higher proportion of females in the lower quartile also have the effect of bringing down the average pay of the female group.