

Pennine Care Gender Pay Gap

Median gender pay gap 3%

(Median is the middle number in the data set)

Median gender pay gap in the UK is 18.4%



Salaries reflected in quartiles

Quartile 1 - Low

F = 83% **M = 17%**

Quartile 3 - Mid to high

F = 86% **M = 14%**

Quartile 2 - Mid to low

F = 83% **M = 17%**

Quartile 4 - High

F = 80% **M = 20%**

Mean gender pay gap 12.2%

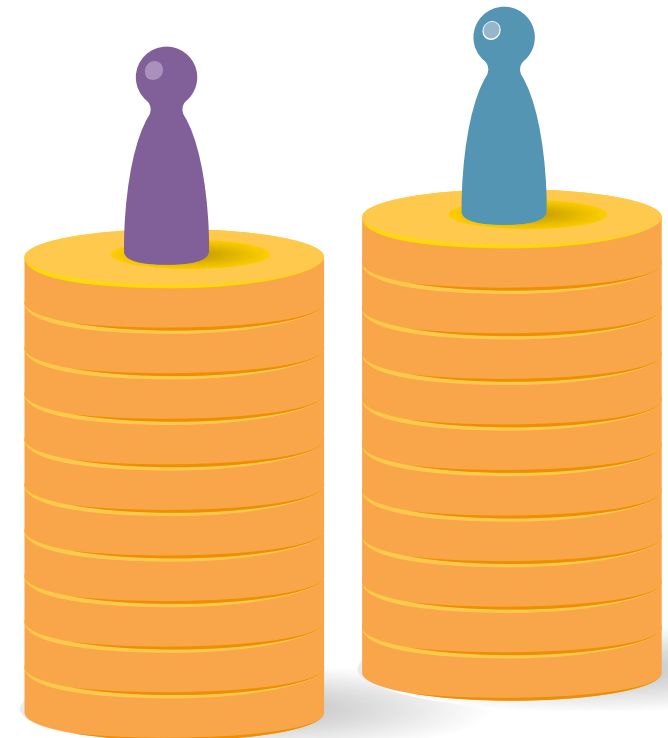
(Mean is the average in the data set)

Mean Bonus gender pay gap -28%

Median Bonus gender pay gap -14%

% of males receiving a bonus = 2.27%

% of females receiving a bonus = 0.32%



For further details please see the Gender Pay Gap Report on the intranet