



GEM PARTNERSHIP LIMITED

Snapshot Date used Week 52 Payroll 2019/2020

Gender Pay Reporting Summary

MEN

WOMEN

Mean Hourly Rate of Pay full pay employees	9.18	9.31
Mean Gender Pay Gap %	-1.42	

Median Hourly Rate of Pay full pay employees	8.68	8.36
Median Gender Pay Gap %	3.69	

Mean Bonus Pay	3203.00	1531.44
Mean Bonus Pay Gap %	52.19	

Median Bonus Pay	1325.00	200.00
Median Bonus Pay Gap %	84.91	

Proportion of Men and Women Paid Bonus		33.33	66.66
Bonus Gap	%	-75.00	

Quartile A	%	72.02	27.98
Quartile B	%	79.36	20.64
Quartile C	%	83.03	16.97
Quartile D	%	76.61	23.39