





Gender Pay Gap Report

Bylor has calculated its gender pay gap report at April 2022 and the results are as follows:

<p>Difference in hourly rate</p> <p>Women's mean hourly rate is 11.4% lower than men's</p> <p>Women's median hourly rate is 11.2% lower than men's</p>	<p>Who received bonus pay</p> <p>95% of women</p> <p>95% of men</p>
<p>Employees by pay quartile</p> <p>Upper quartile (highest paid):</p> <ul style="list-style-type: none">• Women: 0.0%• Men: 100% <p>Upper middle quartile:</p> <ul style="list-style-type: none">• Women: 0.0%• Men: 100.0% <p>Lower middle quartile:</p> <ul style="list-style-type: none">• Women: 0.0%• Men: 100% <p>Lower quartile (lowest paid):</p> <ul style="list-style-type: none">• Women: 7.8%• Men: 92.2%	<p>Difference in bonus pay</p> <p>Women's mean bonus pay is 31.3% lower than men's</p> <p>Women's median bonus pay is 30.7% lower than men's</p> <p><i>We confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</i></p>  <p>Christopher Wilkinson Programme Director</p> 

This report can be found on www.laingorourke.com