



Gender Pay Gap Report

Bylor has calculated its gender pay gap at April 2021 and the results are as follows:

Difference in hourly rate

Women's mean hourly rate is **14.7%** lower than men's

Women's median hourly rate is **20.7%** lower than men's

Who received bonus pay

100.0% of women

92.5% of men

Employees by pay quartile

Upper quartile (highest paid):

- Women: **0.8%**
- Men: **99.2%**

Upper middle quartile:

- Women: **0.0%**
- Men: **100.0%**

Lower middle quartile:

- Women: **0.8%**
- Men: **99.2%**

Lower quartile (lowest paid):

- Women: **4.9%**
- Men: **95.1%**

Difference in bonus pay

Women's mean bonus pay is **21.2%** lower than men's

Women's median bonus pay is **21.2%** lower than men's

We confirm that our data has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Christopher Wilkinson
Programme Director