



Gender Pay Gap Report

Bylor has calculated its gender pay gap at April 2020 and the results are as follows:

Difference in hourly rate

Women's mean hourly rate is **19%** lower than men's

Women's median hourly rate is **23%** lower than men's

Who received bonus pay

85.4% of women

90.9% of men

Employees by pay quartile

Upper quartile (highest paid):

- Women: **0.3%**
- Men: **99.7%**

Upper middle quartile

- Women: **0%**
- Men: **100%**

Lower middle quartile

- Women: **1.7%**
- Men: **98.3%**

Lower quartile (lowest paid)

- Women: **6.1%**
- Men: **93.9%**

Difference in bonus pay

Women's mean bonus pay is **20%** lower than men's

Women's median bonus pay is **18.8%** 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.



Barry Dye
Director