



Gender Pay Gap Report

Bylor has calculated its gender pay gap at April 2019 and the results are as follows:

Difference in hourly rate

Women's mean hourly rate is **23.1%** lower than men's

Women's median hourly rate is **26%** lower than men's

Who received bonus pay

76.7% of women

91.9% of men

Employees by pay quartile

Upper quartile (highest paid):

- Women: **0.4%**
- Men: **99.6%**

Upper middle quartile:

- Women: **0.4%**
- Men: **99.6%**

Lower middle quartile:

- Women: **2.7%**
- Men: **97.3%**

Lower quartile (lowest paid):

- Women: **7.6%**
- Men: **92.4%**

Difference in bonus pay

Women's mean bonus pay is **31.7%** lower than men's

Women's median bonus pay is **52.1%** 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