

Lochlyntorey Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Managing Gender Pay Reporting

The information below involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation;

Mean and Median Gender Pay Gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and woman by ordering individual rates of pay from lowest to highest and comparing the middle value

MEAN	MEDIAN
0.00%	0.00%

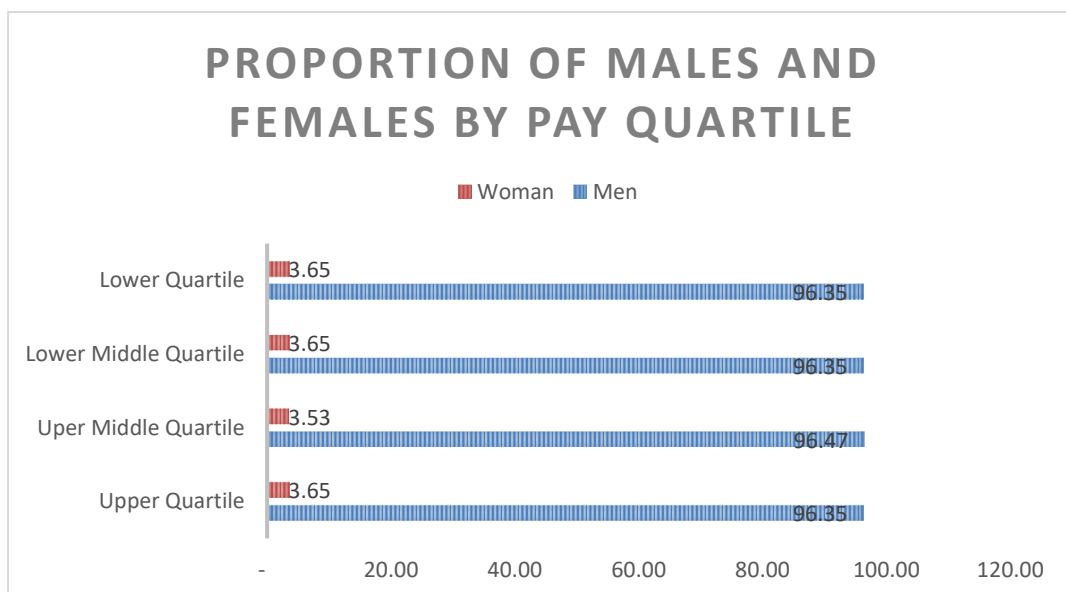
Mean and Median bonus gap

There were no bonus payments made in the year of this report

MEAN	MEDIAN
0.00%	0.00%

Proportion of males and females by pay quartile

This is the percentage of male and female employees in four quartile pay bands (dividing our workforce into four equal parts).



We use the above results to assess and ensure:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting trudy@lochlyntorey.co.uk