

Wyndeham Bicester – 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. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. This information below is based on data as at 5th April 2017. At this date Wyndeham Bicester employed 89% being male and 11% being female.

Our overall mean gender pay gap is 15.95% lower for women

Pay Information

Women's hourly mean rate is 15.95% lower
Women's hourly median rate is 25.84% lower

Bonus information

No bonuses were paid to the employees

Gender Split-Pay Quartiles

	Male	Female
Top quartile	92.75%	7.25%
Upper middle quartile	95.71%	4.29%
Lower middle quartile	92.86%	7.14%
Lower quartile	72.86%	27.14%

I confirm the information published above is accurate

Zoe Repman,
Chief Financial Officer