

## A-Day Consultants Ltd

### Gender Pay Gap Report and Data 2023

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The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all private sector employers with 250 + workers to publish a range of data. The Gender Pay Gap is the difference between the average earnings of male and females, who could be engaged in very different roles.

#### Women's hourly rate is:

**22.2% lower (mean)**

**16% lower (median)**

#### Women's bonus pay is:

**27.6% lower (mean)**

**19.3% lower (median)**

#### Who received bonus pay:

**55.4% of men**

**29.9% of women**

#### Pay Quartiles

	Female	Male
Upper quartile	<b>59.2%</b>	<b>40.8%</b>
Upper middle quartile	<b>77.3%</b>	<b>22.7%</b>
Lower middle quartile	<b>74.2%</b>	<b>25.8%</b>
Lower quartile	<b>85.6%</b>	<b>14.4%</b>