

Gender Pay Gap (31 March 2024)

In 2017 the Government introduced legislation requiring employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between men and women in the workforce. The information contained within this report is for the snapshot date of 31 March 2024 (as per the regulations). We have also published our gender pay gap data on [the government website](#).

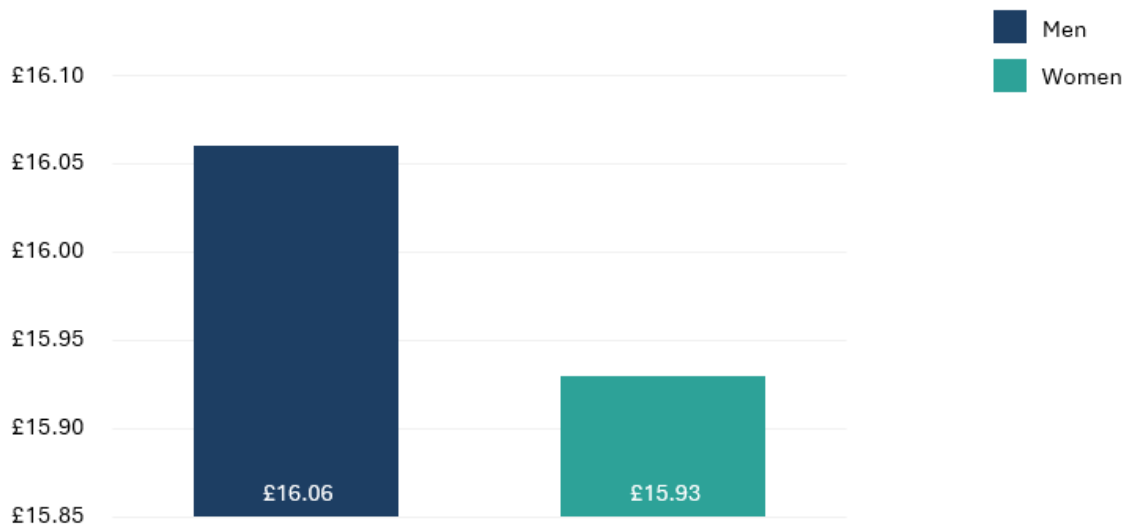
On 31 March 2024, we had 571 employees in scope for the gender pay gap exercise. 47% were women and 53% were men.

Hourly pay gap – mean (average):



The mean gender pay gap is the difference between the mean hourly rate of pay for men (£15.92) and women (£16.69). For 2024, the mean average gender pay gap is a negative measure of -4.83% (2023 was -0.98%). This means that women at SKDC are paid 4.83% more than men. For every £1 a woman earns at SKDC, a man earns 95p.

Hourly pay gap - median:



The median gender pay gap is the difference between the median hourly rate of pay for men (£16.06) and women (£15.93). For 2024, the median gender pay gap is 0.80% (2023 was 0%). This means that women at SKDC are paid 0.80% less than men. For every £1 a man earns at SKDC, a woman earns 99p.

Bonus payments:

We have no bonus payments for 2024 that fall in the gender pay gap category.

Pay quarters:

For 2024, women made up:

43% of employees in the upper hourly pay quarter (highest paid jobs)

50% of employees in the upper middle hourly pay quarter

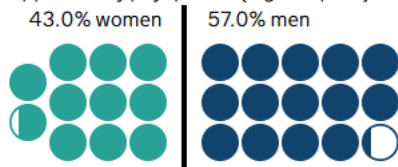
59% of employees in the lower middle hourly pay quarter

34% of employees in the lower hourly pay quarter (lowest paid jobs)

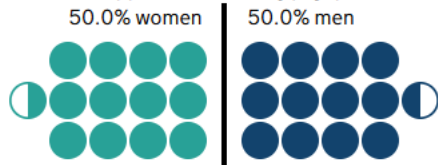
Highest paid jobs

Women ↑ Men

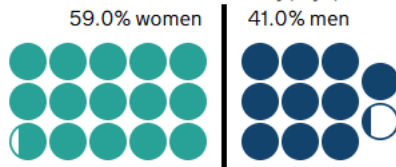
In the upper hourly pay quarter (highest paid jobs):



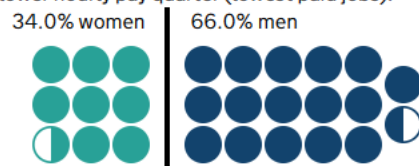
In the upper middle hourly pay quarter:



In the lower middle hourly pay quarter:



In the lower hourly pay quarter (lowest paid jobs):



Lowest paid jobs

Each ● represents 1% of the employees in this organisation

