

GENDER PAY GAP 2018

Hourly rate

Difference in mean hourly rate of pay	22.6%
Difference in median hourly rate of pay	22.3%

Bonus pay

	Male	Female
Percentage of employees who received bonus pay	84.4%	87.1%
Difference in mean bonus pay		17.3%
Difference in median bonus pay		8.6%

Employees by pay quartile

	Male	Female
Upper quartile	38.6%	61.4%
Upper middle quartile	19.3%	80.7%
Lower middle quartile	22.8%	77.2%
Lower quartile	16.7%	83.3%

As Head of HR for Linc Cymru Housing Association, I, Liz Parry can confirm that the information contained herein is accurate.

Liz Parry, Head of HR - Linc Cymru Housing Association
Full Detailed Report to Follow.