



## Waveney Norse

2018

Hourly Pay		Proportions by Gender	
	Mean		
	Median		
	Mean	Upper Quartile Pay Band	Receiving Bonus
	Median	Upper Middle Quartile Pay Band	
		Lower Middle Quartile Pay Band	
		Lower Quartile Pay Band	

The gender gap is not the same as equal pay. Equal pay ensures that men and women doing the same job are paid the same, the gender gap shows the difference in the average pay of men and women in the entire workforce.

The pay gap mean at 9.2% remains too large a gap. This is an area which is predominantly male in line with the industry norm, it is challenging to attract female applicants who could build senior careers in the industry.

We continue to work on our recruitment branding and flexible working strategies in an attempt to attract more female candidates. The bonus system is under review.