

Correla Gender Pay Gap  
Report 5<sup>th</sup> April 2021

Submission April 2022



# Pay: Gender Pay Gap

**Pay Gap: Difference between male and female employees**

Hourly rate of pay	Mean	Median
	13.44%	16.19%

A positive percentage figure (which almost all organisations are likely to have) reveals that typically or overall, female employees have lower pay or bonuses than male employees.

A negative percentage figure (which some organisations may have) reveals that typically or overall, male employees have lower pay or bonuses than female employees.

A zero percentage figure (which is highly unlikely, but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) would reveal no gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

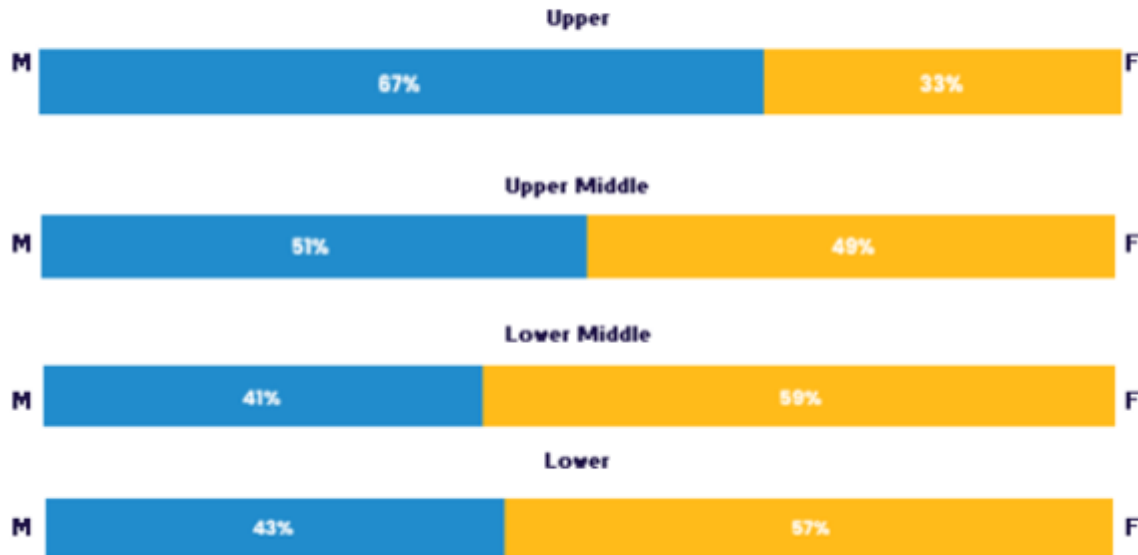
# Proportion of male & female UK employees receiving bonus Pay

Correlia was established in March 2021, our baseline GPG figure is 16.19% which we're committed to improving by 50% by 2025/2026.

Our first gender bonus gap will be published in April 2023.

# Quartile Pay Analysis

PROPORTION OF MALE AND FEMALE EMPLOYEES  
ACCORDING TO QUARTILE PAY BANDS



# Narrative

At Correla we believe in creating a diverse and gender balanced workforce.

We have a mean (average) gender pay of 13.44% and a median (middle) gender pay of 16.19%.

We believe in equality and diversity and are an inclusive employer. We will continue to be such and will challenge ourselves to reduce the gender pay gap by focusing on:

- Attraction & Recruitment
- Development & Promotion
- Retention

