

### WLP Gender Pay Gap analysis

| Category  |                       |        |       |
|---|-----------------------|--------|-------|
| The mean gender pay gap<br>(Women's hourly rate is 24.8% lower)   |                       | 24.8%  |       |
| The median gender pay gap<br>(Women's hourly rate is 41.5% lower) |                       | 41.5%  |       |
|   |                       | Female | Male  |
| The proportion of males and females in each quartile pay band     | Top Quartile          | 59.0%  | 41.0% |
|   | Upper Middle Quartile | 65.0%  | 35.0% |
|   | Lower Middle Quartile | 78.7%  | 21.3% |
|   | Lower Quartile        | 91.7%  | 8.3%  |

Windsor Learning Partnership: a company limited by guarantee

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