



THE OUTWARD BOUND TRUST (OBT) GENDER PAY GAP REPORT FOR APRIL 2020

Headline figures

- For comparison – National Median Gender Pay Gap: 7.4%
- OBT Mean Gender Pay Gap across the Trust: - 1.52%
- OBT Median Gender Pay Gap across the Trust: - 0.38%
- Total Number of staff: 314 (41% women 59% Male)
- Due to the first lockdown no female staff earned a bonus in 2020
- For the same reasons no male staff earned a bonus in 2020
- The mean pay gap for bonus payments was 0
- The median pay gap for bonus payments was 0
- Female Staff are well represented in each quartile of the trusts pay levels.

Mean Vs Median

We must show both Mean and Median averages for pay. The Mean is an average. The sum of all the figures is divided by the number of pieces of data. The Median is the mid-point within a series of data. The advantage of reporting on both is that anomalies within data can skew the results.

Report

In April 2020, Men across the UK were paid on average 7.4% more an hour than women. Our mean gender pay gap was –1.5%. Meaning that we pay women on (average and median) slightly more than we pay men.

Bonus

In April 2020, the UK had just gone into its first lockdown of the pandemic, this meant that no one was paid any bonus payments.

Quartiles

If our salaries are split in to 4 equal sections (quartiles) proportionally there is a fairly even distribution of male and female within every quartile.

Quartile	No. of Male	No. of female	Male as %	Female as %
Lower	46	33	54%	46%
Lower Middle	50	29	67%	33%
Upper Middle	51	28	67%	33%
Upper Quartile	40	37	56%	44%