

2016 to 2017 gender pay gap data reporting for Really Useful Products Ltd

Difference in mean hourly rate of pay	-7.3%
Difference in median hourly rate of pay	4.6%
Difference in mean bonus pay	53%
Difference in median bonus pay	50%

The bonus pay made by Really Useful Products in 2016-17 was based on timekeeping and attendance with a single prize awarded to a qualifying employee picked at random. The single prize was £22,912.64 which was awarded to a male employee and was 39% of the total bonus pay.

	Male	Female
Percentage of employees who received bonus pay	28%	29%

The total bonus pay made by Really Useful Products in 2016-17 was £58,200 which was <1% of the total wage bill of £6.2m.

Employees by pay quartile	Male	Female
Upper quartile	76%	24%
Upper middle quartile	83%	17%
Lower middle quartile	78%	22%
Lower quartile	66%	34%

The overall full-pay relevant employee headcount split between male and female employees was male 76% and female 24%

Size of your organisation

Number of employees within your organisation 250 to 499

The information contained herein is confirmed as accurate by Mike Pickles, Chief Executive Officer, Really Useful Products Ltd.