

1Life

Gender Pay Gap Reporting April 2020 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2020) %	Difference Median bonus GPG (12 months prior to 5th April 2020) %	Proportion of males receiving bonus payment %	Proportion of females receiving bonus payment %	Proportion of males in quartile pay band %	Proportion of females in quartile pay band %	Notes
-2.3	-47.8	72.6	66.5	11.7	9.1	22.2	77.8	Quartile 1
						55.6	44.4	Quartile 2
						33.3	66.7	Quartile 3
						70.0	30.0	Quartile 4

LITC

Gender Pay Gap Reporting April 2020 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2020) %	Difference Median bonus GPG (12 months prior to 5th April 2020) %	Proportion of males receiving bonus payment %	Proportion of females receiving bonus payment %	Proportion of males in quartile pay band %	Proportion of females in quartile pay band %	Notes
-11.2	-2.1	29.7	-280.4	17.1	19.7	0.0	0.0	Quartile 1
						100.0	0.0	Quartile 2
						100.0	0.0	Quartile 3
						0.0	0.0	Quartile 4

WFLCT

Gender Pay Gap Reporting April 2020 - Calculated Data								
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34.6	22.6	-44.9	61.7	15.0	10.8	100.0	0.0	Quartile 1
						100.0	0.0	Quartile 2
						100.0	0.0	Quartile 3
						100.0	0.0	Quartile 4