

1Life

Gender Pay Gap Reporting April 2021 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2021) %	Difference Median bonus GPG (12 months prior to 5th April 2021) %	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
6.1	-35.3	55.5	-100	69.2	30.8	58.3	41.7	Quartile 1
						34.8	65.2	Quartile 2
						34.8	65.2	Quartile 3
						47.8	52.2	Quartile 4

LITC

Gender Pay Gap Reporting April 2021 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2021) %	Difference Median bonus GPG (12 months prior to 5th April 2021) %	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
-5.5	1.1	66.2	7.7	35.2	64.8	0	0	Quartile 1
						0	0	Quartile 2
						0	0	Quartile 3
						0	0	Quartile 4

WFLCT

Gender Pay Gap Reporting April 2021 - Calculated Data								
Difference Mean GPG (%)	Difference Median GPG (%)	Difference Mean bonus GPG (12 months prior to 5th April 2021) %	Difference Median bonus GPG (12 months prior to 5th April 2021) %	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
17.6	9.1	-1.9	13.8	37.5	62.5	33.3	66.7	Quartile 1
						41.7	58.3	Quartile 2
						58.3	41.7	Quartile 3
						63.6	36.4	Quartile 4