

# Cathedral Leasing Limited

## Gender Pay Gap Report 2018

Cathedral Leasing Limited as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate the pay gap between our Male and Female Employees.

We publish these results on our own website by 31<sup>st</sup> March each year. Our snapshot date is 5<sup>th</sup> April each year and this report covers the pay periods that includes that date being 1<sup>st</sup> May 2017 to 30<sup>th</sup> April 2018

The overall Gender Pay Gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay and bonus pay of male and female employees.

The results of these calculations are as follows

**1. Mean Gender Pay Gap**

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 25.1%.

**2. Median Gender Pay Gap**

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 22.9%

**Annual Bonuses were paid to 94% of female and 91% of male employees in the year**

**3. Mean Bonus Pay Gap**

The difference between the mean bonus pay of male and female full pay relevant employees receive is 23%

**4. Median Bonus Pay Gap**

The difference between the median bonus pay that male and female full pay relevant employees receive is -34.4%

**Proportion of male and female employees in each quartile pay band**

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	86%	98%	22.4%	43.1%
Male	14%	2%	77.6%	56.9%