

Cathedral Leasing Limited

Gender Pay Gap Report 2019

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 31st March each year. Our snapshot date is 5th April each year and this report covers the pay periods that includes that date being 1st May 2018 to 30th April 2019

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 19.51%.

2. **Median Gender Pay Gap**

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 24.92%

Annual Bonuses were paid to 93% of female and 90% 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 11.57%

4. **Median Bonus Pay Gap**

The difference between the median bonus pay that male and female full pay relevant employees receive is -23.91%

Proportion of male and female employees in each quartile pay band

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	82%	100%	80.65%	45.16%
Male	18%	0%	19.35%	54.84%