

Using the the payroll data on 5th April 2019, Marcus and Marcus Ltd had 303 staff which was considered as relevant pay employees. Out of the 303 staff , 187 of them were males and 116 were females. 90% of the company's workforce are "Support Workers". The company uses a fair" pay structure" whereby the difference in its "Support Worker Hourly Rate" is due to Service User's needs and compatibility and NOT due gender of the Support Staff.

Gender Pay Gap		
Mean	Median	Narration
(minus) 1.70%	0.00%	The figures for Gender Pay Gap gives a very positive insight into the equality of pay within the company. This (Mean) analysis indicates that females are only marginally advantage with the mean male's hourly rate being 1.7% less than female's. This is due to the fact that many senior management roles are held by women and also due to the the fact that the company pays its "support worker" based on Service User's needs

Gender Bonus Pay Gap		
Mean	Median	Narration
(minus) 20.90%	32.40%	The Mean Gender Bonus Pay Gap shows that women receive higher bonuses within the Company. However, the Median Gender Bonus Pay Gap shows that men receive higher bonus as compared to women. This is because the "Median" employee is the employee who happens to be in the middle of the list and would not be a fair representation of the overall Company's bonus structure.

Who received bonus pay		
Male	Female	Narration
14.44%	19.83%	The figures shows that 14.44% of the male employed in the company received bonus and 19.83% of female employed in the company received bonus in the 2018-2019 financial year. This is due to the fact that they are more women involved in the senior management role as compared to men. And in overall, the Company also has significantly more male (187) staff than women staff (116)

Proportion of Male and Female in each pay quartile			
Quartile	Men	Women	Narration
Upper Quartile	68.42%	31.58%	This quartile consists of all Management staff , PIT Staff, Coordinators, Admin staff and Senior Support Workers who receives higher pay rates comparing to the majority of other Support workers. Due to service users needs, the company pays a higher support worker rate in some of its projects and coincidentally, these projects require mostly male support workers and therefore, the upper quartile is predominantly male staff
Upper middle Quartile	55.26%	44.74%	The payrate for the Upper Middle Quartile ,the Lower Middle Quartile and the Lower Quartile are on average the same, therefore the proportion of males and females in these three quartiles "DO NOT" reflect inequality of pay between male and female staff
Lower middle Quartile	50.00%	50.00%	
Lower Quartile	73.33%	26.67%	