





## Norse Transport

2018

<b>Hourly Pay</b> 	<b>Mean</b> 3.1%	<b>Proportions by Gender</b>  		
	<b>Median</b> 1.4%			
<b>Bonus Pay</b> 	<b>Mean</b> 0.0%  <b>Median</b> 0.0%	<b>Receiving Bonus</b>	0.0%	0.0%
		<b>Upper Quartile Pay Band</b>	71.0%	29.0%
		<b>Upper Middle Quartile Pay Band</b>	73.4%	26.6%
		<b>Lower Middle Quartile Pay Band</b>	27.7%	72.3%
		<b>Lower Quartile Pay Band</b>	33.0%	67.0%

The gender gap is not the same as equal pay. Equal pay ensures that men and women doing the same job are paid the same, the gender gap shows the difference in the average pay of men and women in the entire workforce.

We are pleased to see a further reduction in both the mean and median pay gap. At 3.1% this is significantly below the national average of 8.6% (Office of National Statistics 2018). We expect to see this reduced to zero over the next two years. The different in bonus payments has been eliminated.