

Gender pay gap service

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Brothers of Charity Services in Lancashire 2022-23 Gender pay gap report

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1. Main gender pay gap figures

In this organisation:

- women earned £1.03 for every £1 that men earned (comparing median hourly pay)
- women made up 50.0% of employees in the highest paid quarter, and 67.7% of employees in the lowest paid quarter

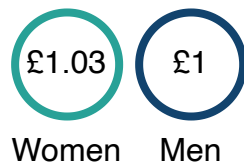
- 6.1% of women received bonus pay, compared with 11.9% of men
 - women's bonus pay was 16.8% higher than men's (comparing median bonus pay)
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2. Hourly pay

In this organisation:

- women's median hourly pay was 3.5% higher than men's – this means they earned £1.03 for every £1 that men earn when comparing median hourly pay

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- women's mean (average) hourly pay was 11.1% higher than men's

▶ [Read more about median and mean](#)

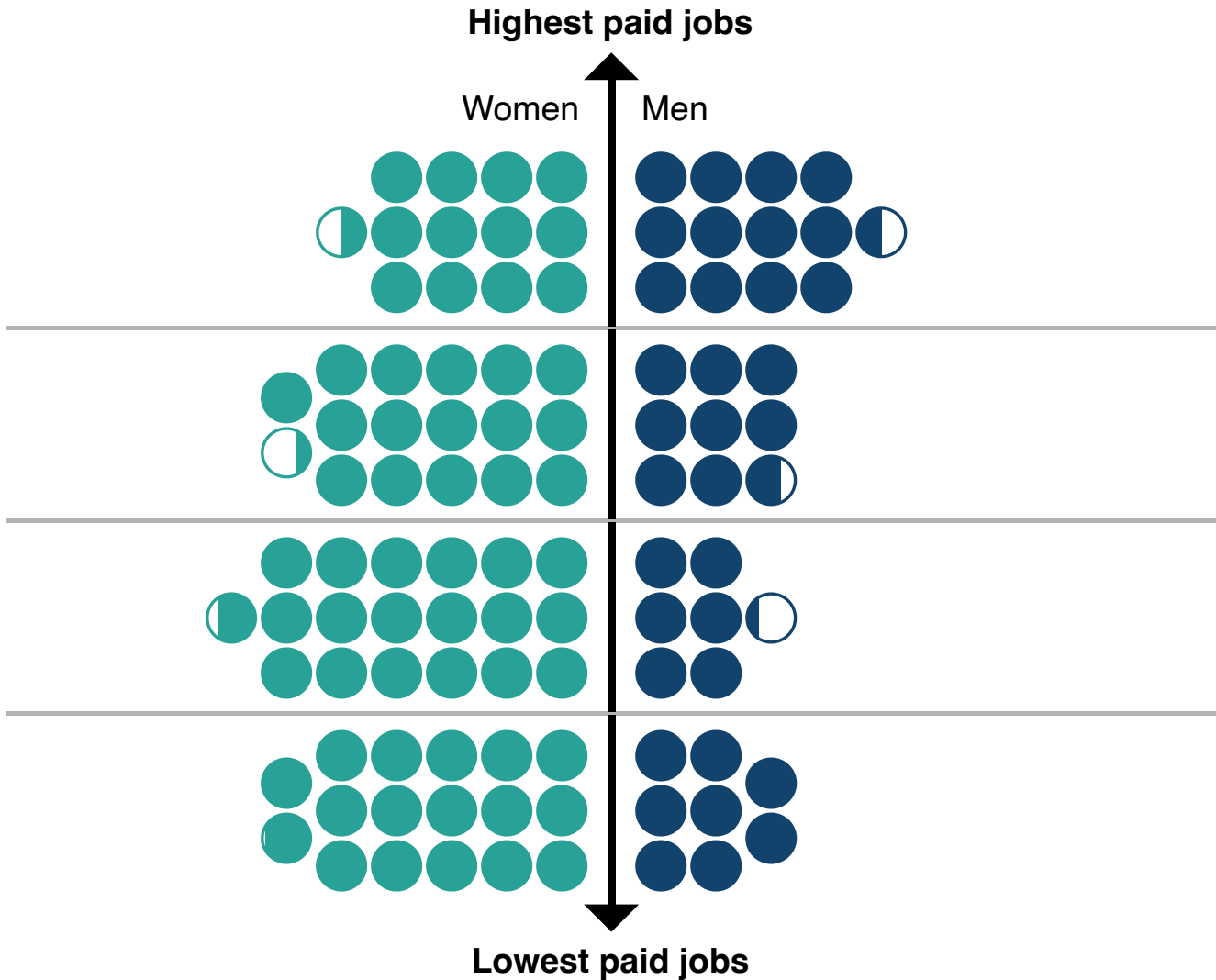
3. Pay quarters

In this organisation, women made up:

- 50.0% of employees in the upper hourly pay quarter (highest paid jobs)

- 65.3% of employees in the upper middle hourly pay quarter
- 75.0% of employees in the lower middle hourly pay quarter
- 67.7% of employees in the lower hourly pay quarter (lowest paid jobs)

Show explanation for this visualisation



Each ● represents 1% of the employees in this organisation

▶ [Table: pay_quarters](#)

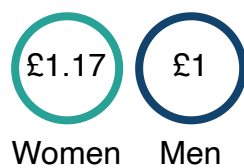
▶ [Read more about pay_quarters](#)

4. Bonus pay

In this organisation:

- women's median bonus pay was 16.75% higher than men's – this means they earned £1.17 for every £1 that men earn when comparing median bonus pay

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- women's mean (average) bonus pay was 23.33% higher than men's
- 6.1% of women and 11.9% of men received bonus pay

5. About Brothers of Charity Services in Lancashire

Registered address	Lisieux Hall, Dawson Lane, Whittle- le-Woods, PR67DX
Sector	Human health and social work activities
Snapshot date	5 April 2022
Employee headcount	250 to 499 employees
Person responsible	Darron Grundy (CEO)

[What this employer says about their gender pay gap \(opens in a new window\)](https://brothersofcharity.org.uk/lancashire/about-us/gender-pay-gap-report/)
(<https://brothersofcharity.org.uk/lancashire/about-us/gender-pay-gap-report/>).

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