

Gender pay gap service

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Brothers of Charity Services in Lancashire 2023-24 Gender pay gap report

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1. Main gender pay gap figures

In this organisation:

- women earned £1.00 for every £1 that men earned (comparing median hourly pay)
- women made up 66.7% of employees in the highest paid quarter, and 67.3% of employees in the lowest paid quarter

- 5.5% of women received bonus pay, compared with 8.4% of men
 - women’s bonus pay was 18.2% lower than men’s (comparing median bonus pay)
-

2. Hourly pay

In this organisation:

- women’s median hourly pay was 0.0% lower than men’s – this means they earned £1.00 for every £1 that men earn when comparing median hourly pay

0p
less
▼



- women’s mean (average) hourly pay was 3.8% lower than men’s

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

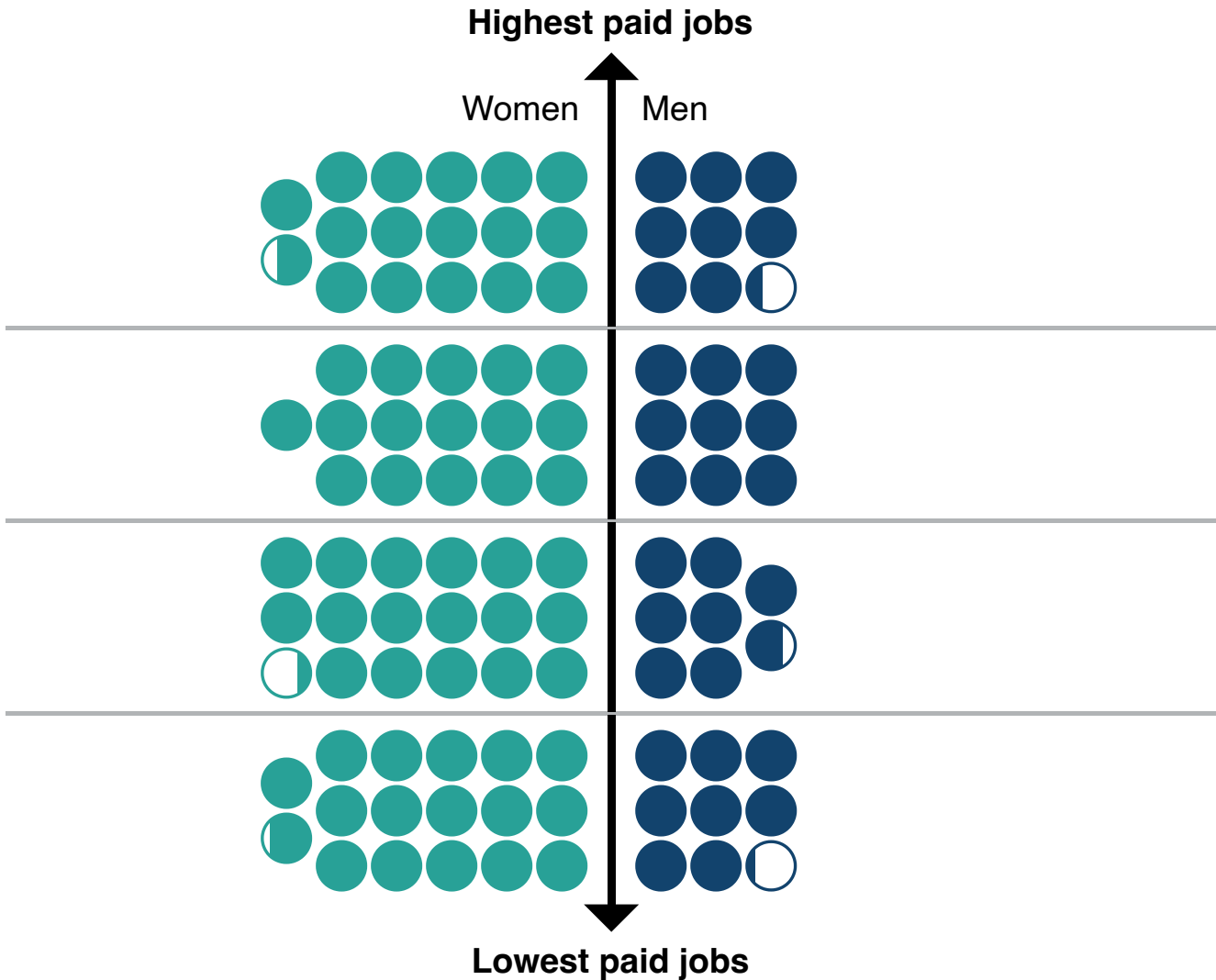
3. Pay quarters

In this organisation, women made up:

- 66.7% of employees in the upper hourly pay quarter (highest paid jobs)

- 64.2% of employees in the upper middle hourly pay quarter
- 69.1% of employees in the lower middle hourly pay quarter
- 67.3% 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](#)

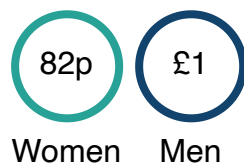
▶ [Read more about pay_quarters](#)

4. Bonus pay

In this organisation:

- women's median bonus pay was 18.19% lower than men's – this means they earned 82p for every £1 that men earn when comparing median bonus pay

18p
less
▼



- women's mean (average) bonus pay was 17.6% lower than men's
- 5.5% of women and 8.4% 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 2023
Employee headcount	250 to 499 employees
Person responsible	Toni Brady (Regional Payroll Manager)

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