



# Gender Pay Gap Report 2022





As part of our ongoing commitment to equality and diversity we have published our annual Gender Pay Gap Report. We understand that a diverse workforce enriches the workplace and properly reflects the communities we serve. We will continue to monitor pay across grades and genders to ensure we are meeting our statutory requirements. We have a number of 'people' related strategies in place, and moving forward we will continue to monitor pay scales, expand our apprentice scheme, and benchmark against other organisations.

## Hourly Rate of Pay

	Mean	Median
	£16.28	£15.28
	£17.72	£16.28

When comparing mean hourly pay, women at MSV are paid 8.8% (£1.44) more than men. When comparing the median hourly pay women are paid 6.5% (£1) more than men.

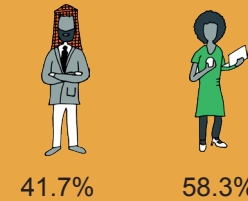
## Bonus Rate of Pay

	Mean	Median
	£166.05	£200
	£189.48	£200

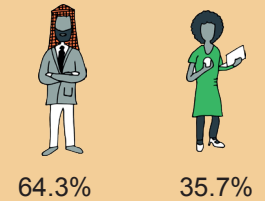
When comparing the mean bonus amount women are paid 14.1.% (£23.43) higher than men. When comparing the median bonus amount women and men are paid the same.

## Pay Quartiles by Gender

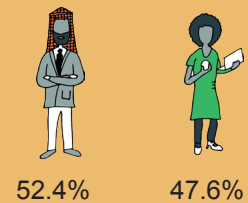
### Lower quartile



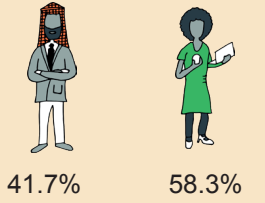
### Lower middle quartile



### Upper middle quartile

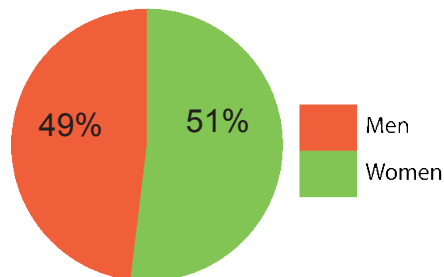


### Upper quartile



Women occupy 58.3% of the highest paid and lowest paid jobs.

## Gender Split



This report is a 'snapshot' of data collected on 5 April 2022.