



## Gender pay gap service

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SHC RAPKYNS GROUP LIMITED

# Gender pay gap report

Add to comparison

**Snapshot date** 5 April 2018  
**Employer size** 250 to 499 employees  
**Person responsible** Steve Whittingham  
(Acting CEO)

## Difference in hourly rate

▶ [About mean and median](#)

Women's mean hourly rate is **1.9% lower** than men's

In other words when comparing mean hourly rates, **women earn 98p** for every **£1** that men earn.

Women's median hourly rate is **4% higher** than men's

In other words when comparing median hourly rates, **women earn £1.04** for every **£1** that men earn.

## Proportion of women in each pay quartile

▶ [About quartiles](#)

Women Men

Top quartile (highest paid)

**63.2%**

Upper middle quartile

**61.3%**

Lower middle quartile

**55.3%**

Lower quartile (lowest paid)

**52.6%**

## **Who received bonus pay**

No bonuses were paid.