

# WREN KITCHENS

Women make up 23.1% of higher-paid jobs and 34.9% of lower-paid jobs

## 2021 GENDER PAY GAP

This is Wren Kitchens gender pay gap report at the 'snapshot' date of 5 April 2021

The mean average pay of men was 5.3% higher than the mean average of women

We had a median pay gap of 9.3% between men and women

The mean average bonus awarded to men was 7.6% higher than the mean average for women

The median gap between bonuses paid for men and women was 1.7%

3.2% more women were awarded a bonus

Our gender distribution was 72.9% men and 27.1% women

### Difference between men and women

	Mean	Median
Hourly fixed pay	5.3%	9.3%
Bonus paid	7.6%	1.7%

	Men	Women
Proportion awarded a bonus in year	92.0%	95.2%

	Men	Women
Pay quartiles		
Lower	65.1%	34.9%
Lower middle	64.8%	35.2%
Upper middle	83.3%	16.7%
Upper	76.9%	23.1%

	Men	Women
Proportion awarded a bonus in year	72.9%	27.1%

I confirm the data reported is accurate,

**Alex Grant**

Finance Director

