

Using the the payroll data on 5th April 2018, Marcus and Marcus Ltd had 299 staff which was considered as relevant pay employees. And out of the 299 staff , 179 of them were males and 120 were females  
 90% of the company's workforce are "**Support Workers**". The company uses a fair" pay structure" whereby the difference in its "Support Worker Hourly Rate" is due to Service User's needs and compatibility and NOT due gender of the Support Staff.

Gender Pay Gap		
Mean	Median	Narration
(minus) 2.2%	0.00%	The figures for Gender Pay Gap gives a very positive insight into the equality of pay within the company. This (Mean) analysis indicate that females are only marginally advantaged with the mean male's hourly rate being 2.2% less than female's. This is due to the fact that many senior management roles are held by women and also due to the the fact that the company pays its "support workers" based on Service User's needs.

Gender Bonus Pay Gap		
Mean	Median	Narration
(minus) 23.3%	11.10%	The Mean Gender Bonus Pay Gap show that women receive higher bonuses within the Company. However, the Median Gender Bonus Pay Gap show that men receive higher bonuses as compared to women. This is because the "Median" employee is the employee who happens to be in the middle of the list and would not be a fair representation of the overall Company's bonus structure.

Who received bonus pay		
Male	Female	Narration
16.80%	20.80%	The figures show that 16.8% of the male employed in the company received bonus and 20.8% of female employed in the company received bonus in the 2017-2018 financial year. This is due to the fact that they are more women involved in the senior management roles as compared to men. And overall, the Company also has significantly more male (179) staff than women staff (120).

Proportion of Male and Female in each pay quartile			
Quartile	Men	Women	Narration
Upper Quartile	68.00%	32.00%	This quartile consists of all management staff , PIT staff, coordinators, admin staff and senior support workers who receive a higher pay rate as compared to support workers. Furthermore, there are some projects which the company pays a higher support worker rate due to "Service User's needs" and coincidentally these service users require male support workers and hence the upper quartile is predominantly male.
Upper middle Quartile	56.00%	44.00%	The payrate for the <b>Upper Middle Quartile</b> ,the <b>Lower Middle Quartile</b> and the <b>Lower Quartile</b> are on average the same, therefore the proportion of males and females in these three quartiles "DO NOT" reflect inequality of gender pay.
Lower middle Quartile	49.00%	51.00%	
Lower Quartile	66.20%	33.80%	