











gender pay gap report 2019



As part of our ongoing commitment to equality and diversity we have published our second 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.

Gender Pay Gap

	Mean	Median
	£15.42	£14.02
	£15.81	£14.71
Pay gap	-0.39%	-0.69%
% pay gap	-2.5%	-4.9%

Lower quartile		Lower middle quartile	
Minimum	£6.13	Minimum	£12.09
Maximum	£12.02	Maximum	£14.44
 40.8%	 59.2%	 60%	 40%
Upper middle quartile		Upper quartile	
Minimum	£14.44	Minimum	£16.99
Maximum	£16.84	Maximum	£76.16
 48.7%	 51.3%	 44%	 56%

Gender Bonus Gap

	Received a Bonus	Mean	Median
	3.6%	£200	£200
	3.3%	£214	£200
% bonus gap	0.3%	6.5%	0%

Understanding the figures

The mean gender pay gap is 39 pence, with the median at 69 pence difference. Both these figures show that females within MSV earn slightly more than males.

This report is a 'snapshot' of data collected on 5 April 2019.