

Gender Pay Gap Report



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 |
|--------|--------|
| £16.08 | £14.75 |



| | |
|--------|--------|
| £16.99 | £14.35 |
|--------|--------|

When comparing mean hourly pay, women at MSV are paid 5.5% (91p) more than men. When comparing the median hourly pay women are paid 2.7% (40p) less than men.

Bonus Rate of Pay



| Mean | Median |
|---------|--------|
| £335.19 | £400 |



| | |
|---------|------|
| £291.07 | £300 |
|---------|------|

42.1% of females received a bonus compared to 52.3% of males, meaning 10.2% more men were paid a bonus. When comparing the mean bonus amount women are paid 13.2% (£44.12) less than men. When comparing the median bonus amount women are paid 25% (£100) less than men.

Pay Quartiles by Gender

Lower quartile



41.5%



58.5%

Lower middle quartile



50.6%



49.4%

Upper middle quartile



52.4%



47.6%

Upper quartile

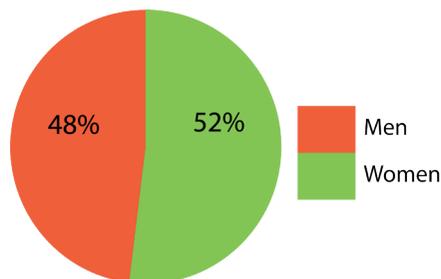


45.7%



54.3%

Gender Split



This report is a 'snapshot' of data collected on 5 April 2021.