

Gender/BAME Salary Statistics at the Barrow Cadbury Trust

Gender - all staff

	All	Female	Male
Number	19	13	6
Mean	50,867	53,178	45,859
Median	48,942	48,942	44,864

Gender pay gap (mean)	-16.0%
Gender pay gap (median)	-9.1%

Quartiles (percentage)

Upper	80%	20%
Upper middle	60%	40%
Lower middle	60%	40%
Lower	75%	25%

Gender - excluding Living Wage Intern

	All	Female	Male
Number	18	13	5
Mean	52,661	53,178	51,318
Median	48,942	48,942	48,942

Gender pay gap (mean)	-3.6%
Gender pay gap (median)	0.0%

Quartiles (percentage)

Upper	80%	20%
Upper middle	50%	50%
Lower middle	80%	20%
Lower	75%	25%

BAME - all staff

	All	BAME	non-BAME
Number	19	8	11
Mean	50,867	48,068	52,902
Median	48,942	49,471	45,679

BAME pay gap (mean)	9.1%
BAME pay gap (median)	-8.3%

Quartiles (percentage)

Upper	40%	60%
Upper middle	60%	40%
Lower middle	40%	60%
Lower	25%	75%

BAME - excluding Living Wage Intern

	All	BAME	non-BAME
Number	18	8	10
Mean	52,661	48,068	56,336
Median	48,942	49,471	47,310

BAME pay gap (mean)	14.7%
BAME pay gap (median)	-4.6%

Quartiles (percentage)

Upper	40%	60%
Upper middle	75%	25%
Lower middle	20%	80%
Lower	50%	50%