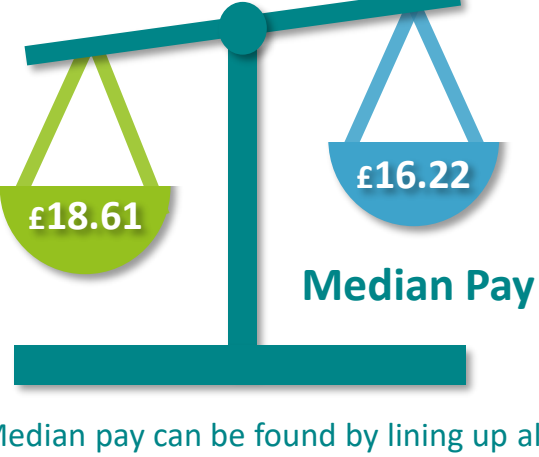
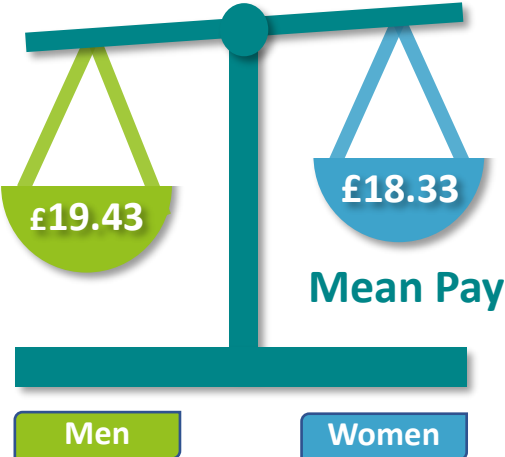


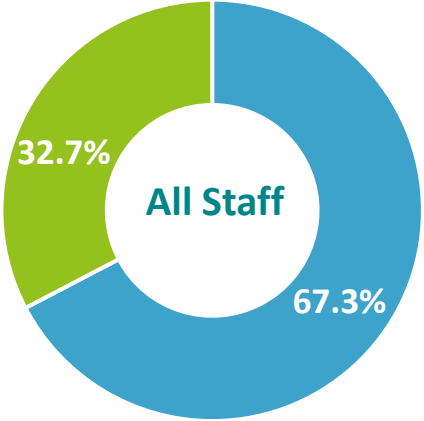
Marjon 2024 Gender Pay Gap



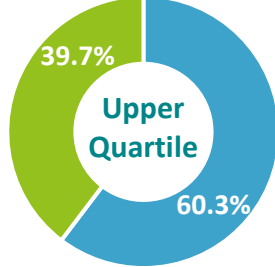
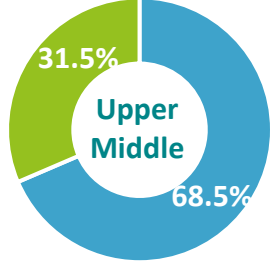
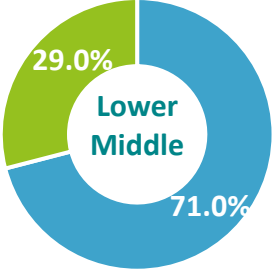
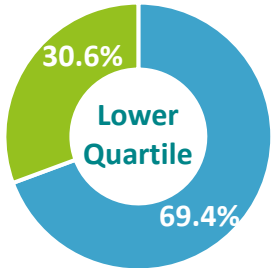
Median pay can be found by lining up all women and all men at Marjon by lowest to highest hourly pay. The woman in the middle of their line earns £16.22 and the man in the middle of theirs earns £18.61.

The mean gap is our average hourly pay for all woman (£18.33) compared to our average for all men (19.43)

Our median gap for different staff types



Gender balance in each Quartile of Marjon staff



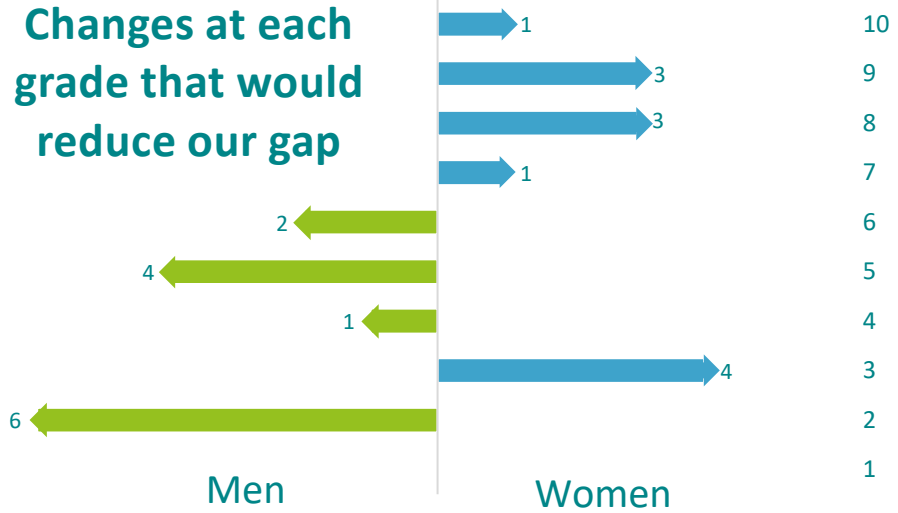
Mean Gap



Median Gap



Changes at each grade that would reduce our gap



The median gap at Marjon is largely due to a small imbalance between women in grades 7-10 and men in grades 2 - 6

0%
Our bonus pay gap