

# mirus Gender Pay Gap - April 2021

## Difference between women and men

	Mean	Median
<b>Pay Gap</b>		
Women's hourly pay is:	2.9% ↑	equal
<b>Bonus Gap</b>		
Women's bonus pay is:	0.8% ↑	equal

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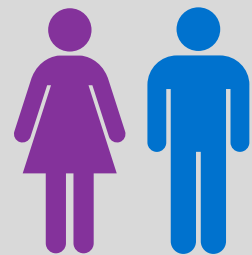
We are confident that the percentage of women receiving a bonus is not an area of concern, as this calculation is based on payments made through our reward scheme, such as staff nominated awards. If this element were removed from the calculation we are positive that our gender pay gap would be equal across all areas

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## Proportion of men and women receiving a bonus

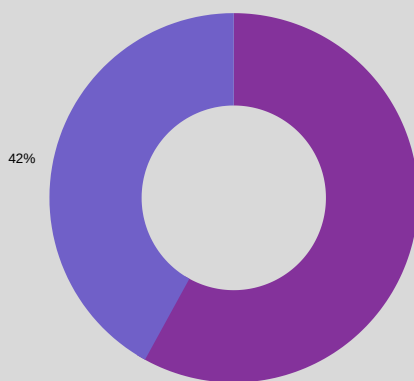


2.0%

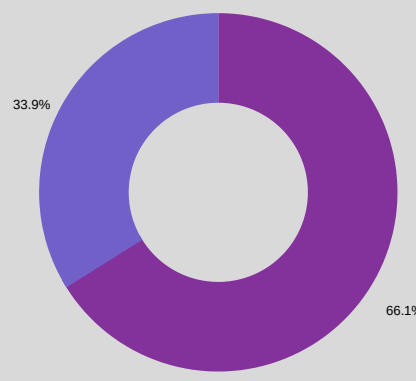


4.2%

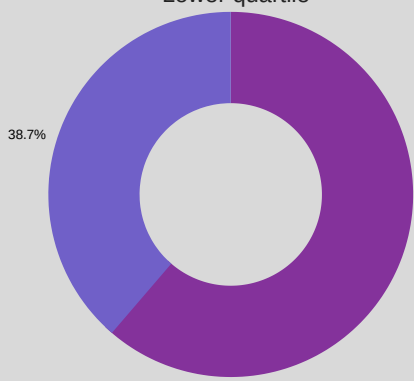
## Proportion of men and women in each pay quartile



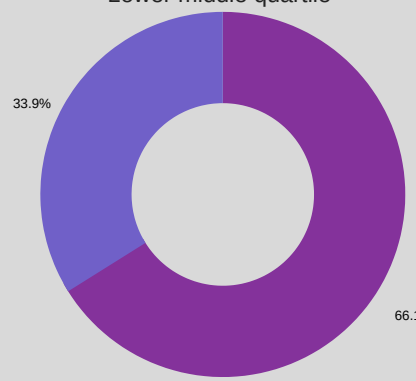
Lower quartile



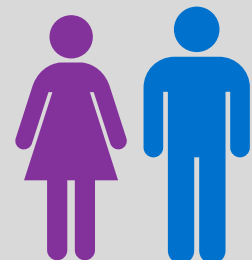
Lower middle quartile



Upper middle quartile



Top quartile



“I can confirm on behalf of mirus-Wales that the information published is accurate. Any queries please contact Kay Williams, Human Resources Director KayW@mirus-wales.org.uk”