

Puttshack

Gender Pay Gap Reporting
for dataset: April 2024



Headline Figures

Hourly remuneration

Women's **mean hourly rate** is 8.43% less

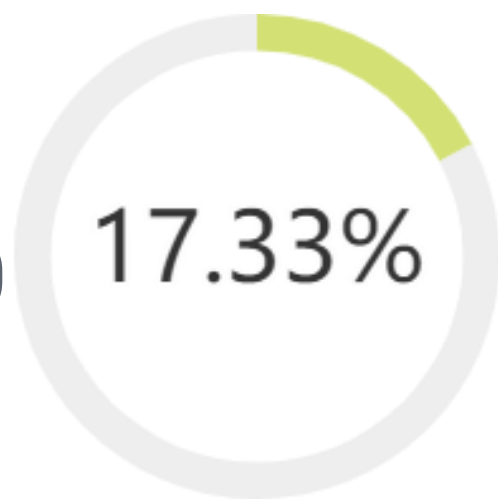
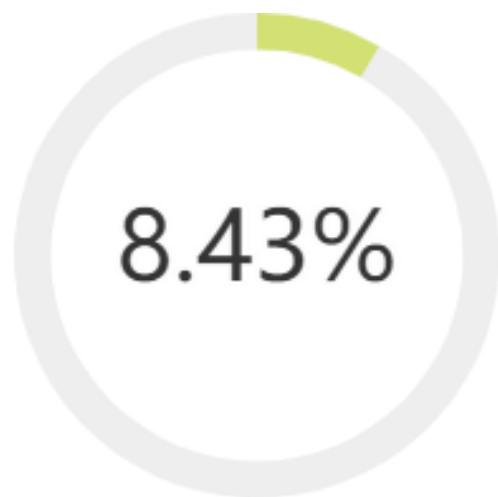
Mean pay per hour for men: 1410.39 Mean pay per hour for women: 1291.46

Difference in pay: 118.93

Women's **median hourly rate** is 17.33% less

Median pay per hour for men: 892.98 Median pay per hour for women: 738.20

Difference in pay: 154.77



Bonus

Women's **mean bonus pay** is 22.82% less

Women's **median bonus pay** is 31.05% less

Proportion of **women receiving** bonus: 12.82%

Proportion of **men receiving** bonus: 10.11%

Quartiles

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	329.31	264.86	19.57%	29.32%	50.00%	50.00%	-0.18%
Lower middle quartile	654.29	662.98	-1.33%	-4.5%	51.25%	48.75%	-2.53%
Upper middle quartile	1092.34	1041.90	4.62%	8.74%	65.00%	35.00%	7.60%
Upper quartile	3341.93	3490.34	-4.44%	-5.88%	58.75%	41.25%	3.54%