

**Haberdashers' Adams Federation Trust**

**2021 - 2022 Gender Pay Gap data**

**Snapshot date 31st March 2021**

Difference in mean hourly rate of pay	23.1%		
Difference in median hourly rate of pay	41.9%		
Difference in mean bonus pay	28.57%		
Difference in median bonus pay	25.00%		
Percentage of employees who received bonus pay	<b>Male</b> 3.8%	<b>Female</b> 3.6%	
Employees by pay quartile	<b>Male</b>	<b>Female</b>	
Upper Quartile	46.7%	53.3%	
Upper middle quartile	41.3%	58.7%	
Lower middle quartile	32.0%	68.0%	
Lower quartile	21.6%	78.4%	
Number of employees	250 to 499		