

Understanding the methodology

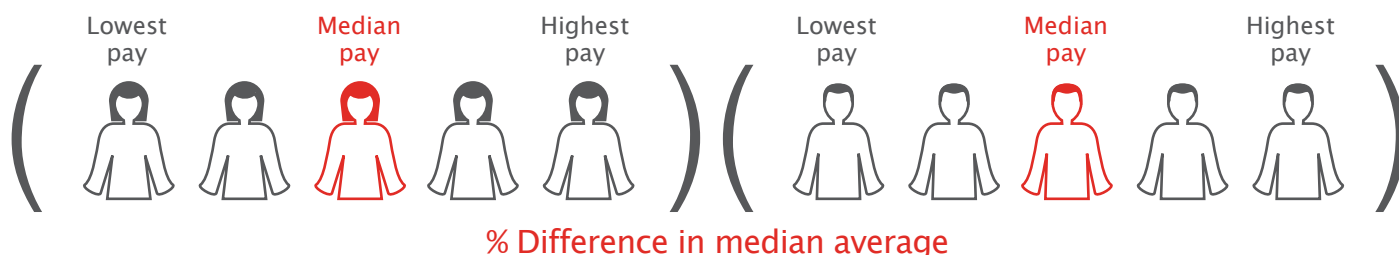
How we calculate the difference in 'mean average' pay

The mean average pay is calculated by adding up the relevant pay for the employees and dividing the result by the total number of employees.



How we calculate the difference in 'median pay'

A median average involves listing employees in order of their pay, the median is the pay received by the middle person in this list.



Pay quartiles

Pay quartiles are calculated by listing all employees in the order of relevant pay from the lowest to the highest earnings, then splitting them into four equal groups (quartiles).

