

# NatCen Gender Pay Gap Metrics

The data below displays the organisational gender pay gap at the National Centre for Social Research (NatCen), divided into quartiles:

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Overall
Mean Pay Gap	0%	0%	-10%	+25%	-5%
Median Pay Gap	0%	0%	-4%	+32%	-15%
Mean Bonus Gap	0%	0%	0%	0%	0%
Median Bonus Gap	0%	0%	0%	0%	0%
Proportion receiving bonus					
Male	0%	0%	0%	0%	0%
Female	0%	0%	0%	0%	0%
Proportion in each quartile					
Male	48%	44%	24%	25%	36%
Female	52%	56%	76%	75%	64%

+% = Males paid more than Females

-% = Females get paid more than Males

0% = Parity

## Proportion of female to male staff members per quartile

