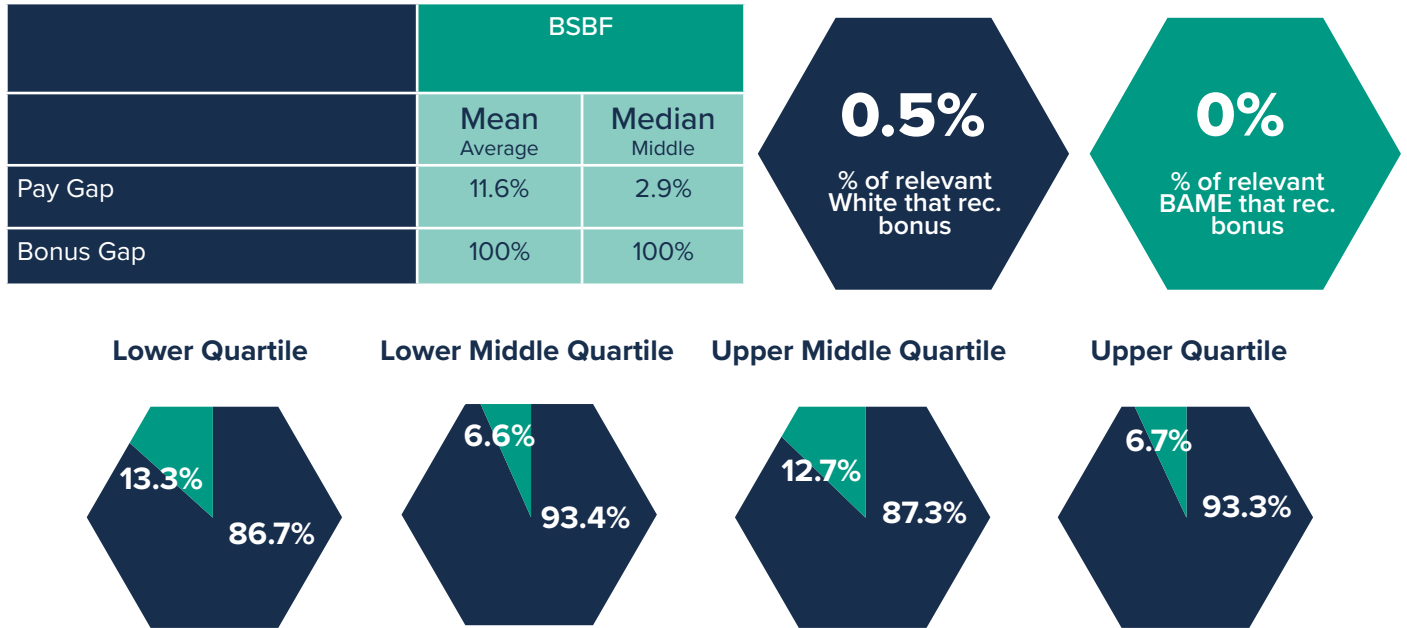


# Appendix 2 - Ethnicity Pay Gap per Business Area

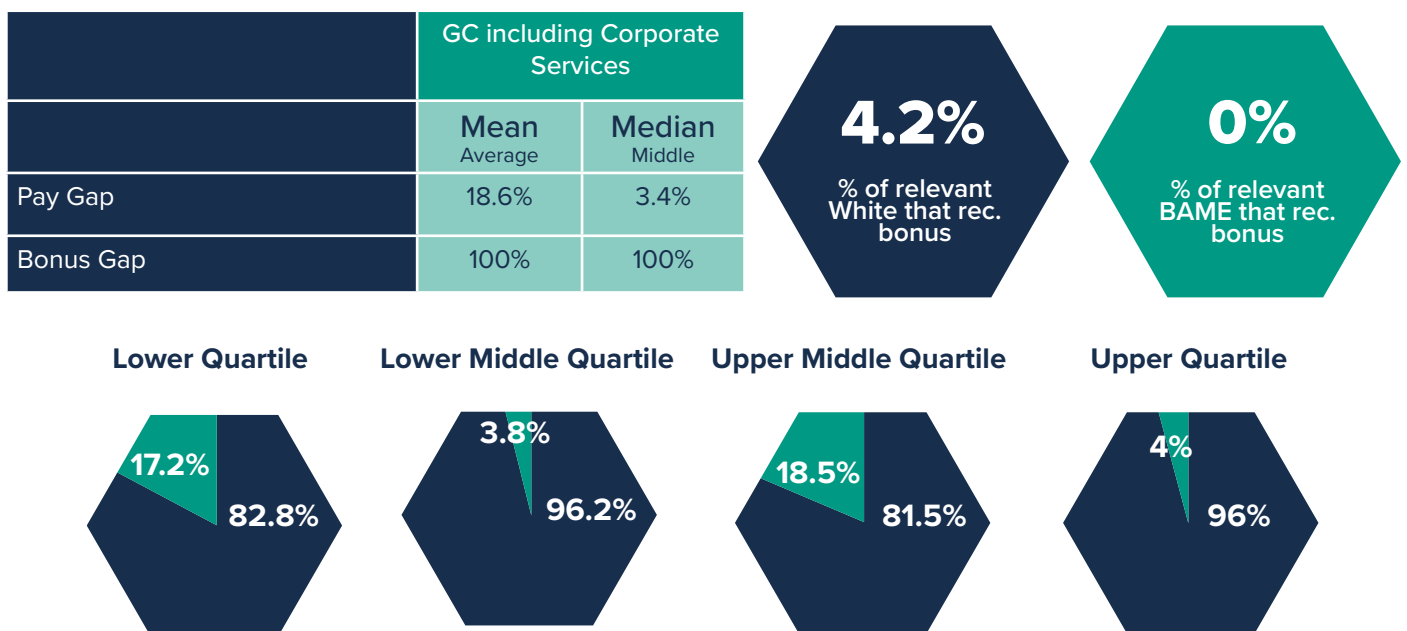
The data shows the mean and median pay and bonus gap; the proportion of whites and BAME receiving a bonus and the percentage of whites and BAME in each quartile band. Please note the bonus figure is largely based on commission payments/ On Target Earnings (OTE).



## Business Support Business Finance (BSBF)



## GC including Corporate Services

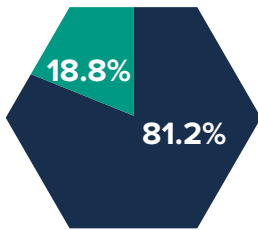


## Business to Business (B2B)

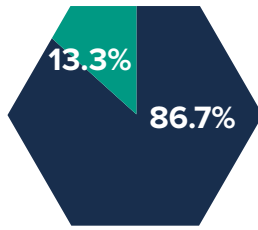
	B2B	
	Mean Average	Median Middle
Pay Gap	23%	15.8%
Bonus Gap	100%	100%



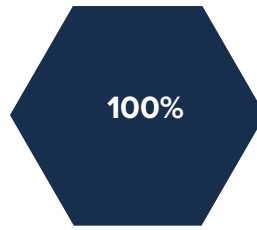
Lower Quartile



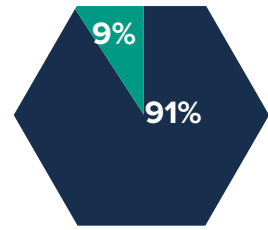
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

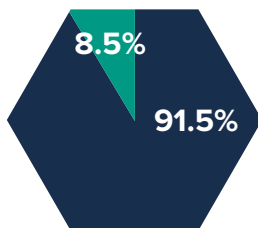


## GC Education & Skills

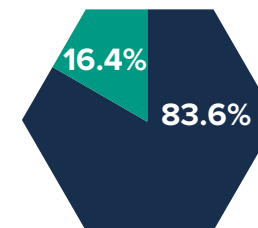
	GC Education & Skills	
	Mean Average	Median Middle
Pay Gap	11.8%	7.8%
Bonus Gap	13.4%	-12.1%



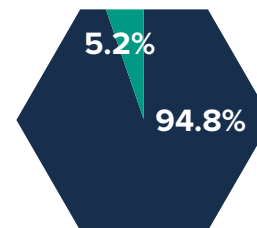
Lower Quartile



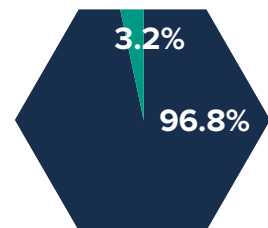
Lower Middle Quartile



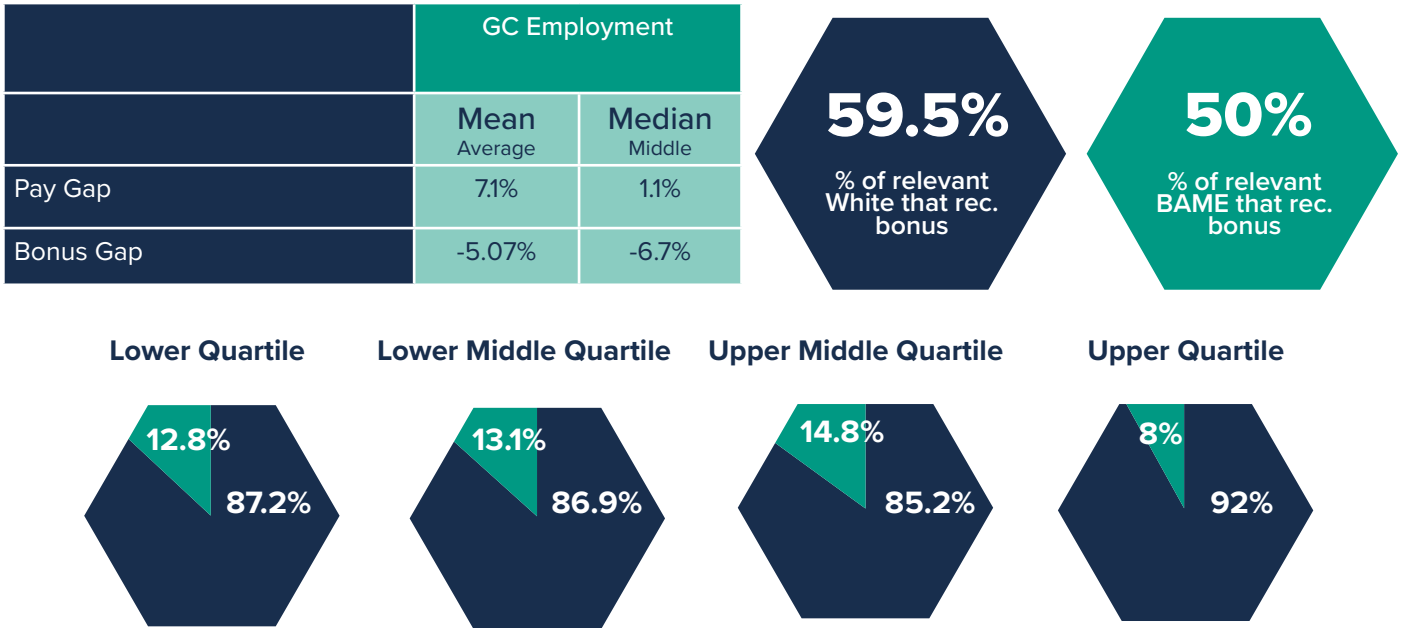
Upper Middle Quartile



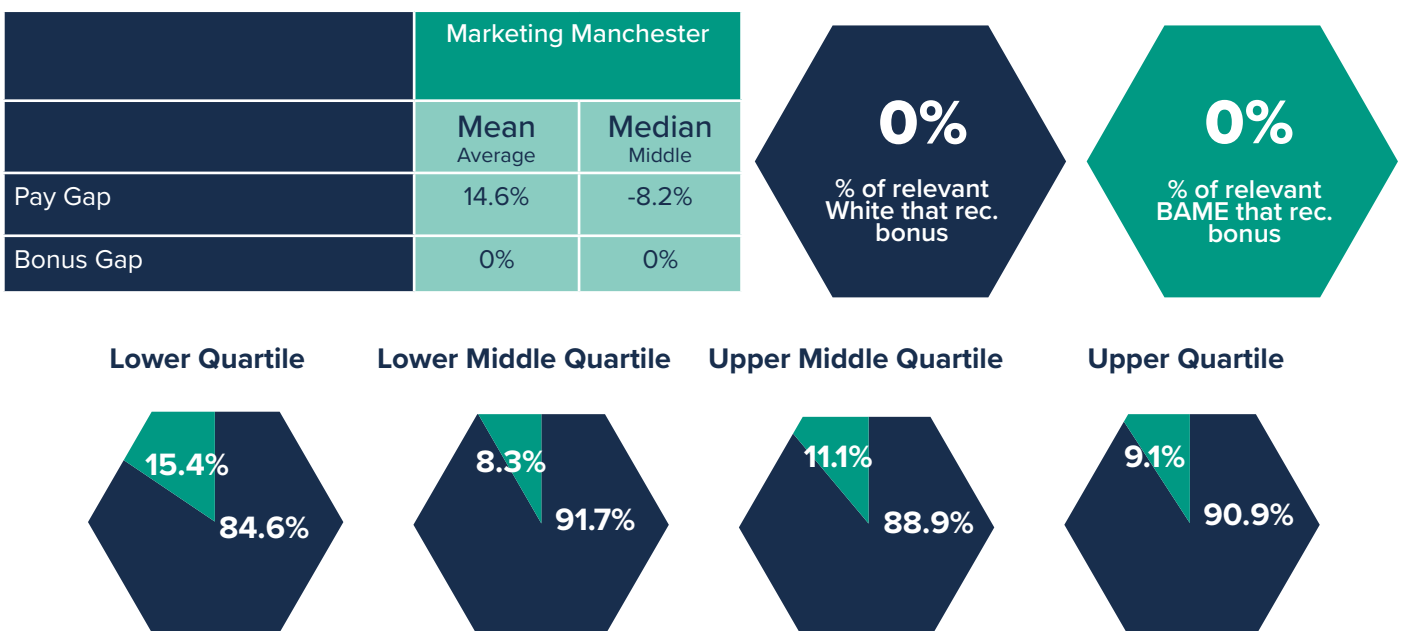
Upper Quartile



## GC Employment



## Marketing Manchester



The ethnicity data is calculated based on the number of staff who have declared their ethnicity to the business. The total number of people that had declared their ethnicity was 1033 out of 1143 people (for the whole group).