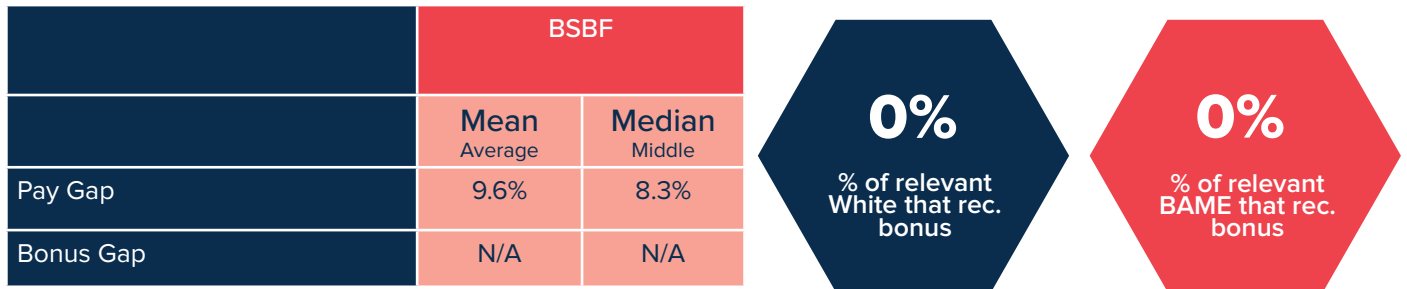


Appendix 2 - Ethnicity Pay Gap per Business Area

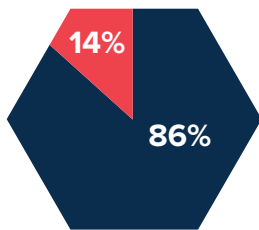
The data shows the mean and median pay and bonus gap; the proportion of whites and BAME receiving a bonus and the percentage of whites and BAME in each quartile band. Please note the bonus figure is largely based on commission payments/ On Target Earnings (OTE).



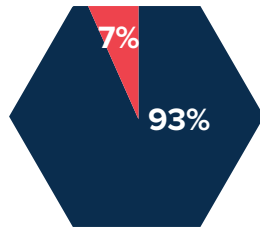
Business Support Business Finance (BSBF)



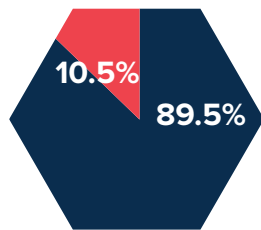
Lower Quartile



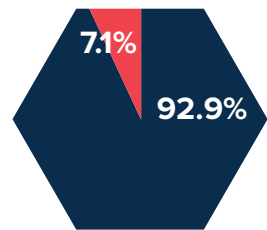
Lower Middle Quartile



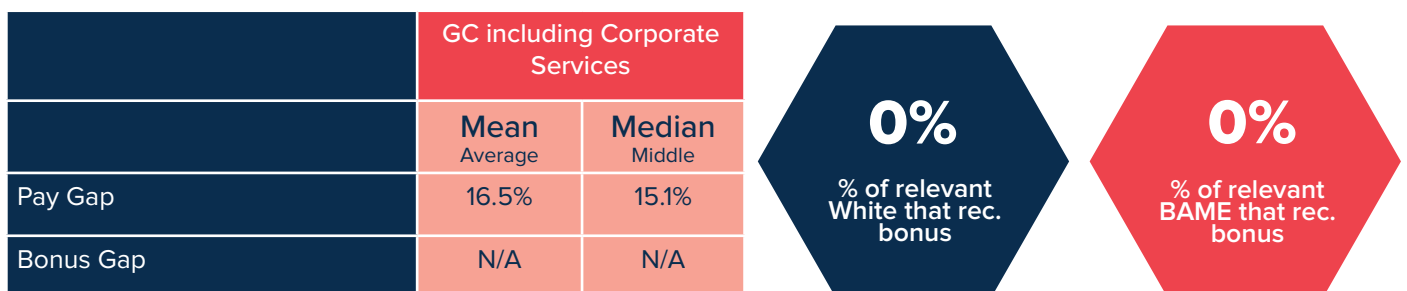
Upper Middle Quartile



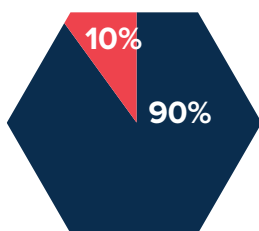
Upper Quartile



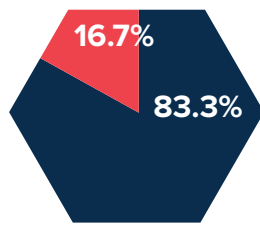
GC including Corporate Services



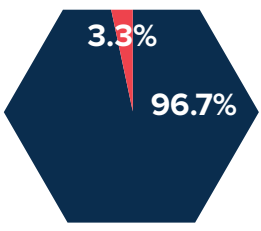
Lower Quartile



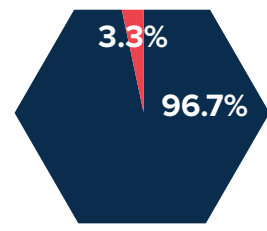
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

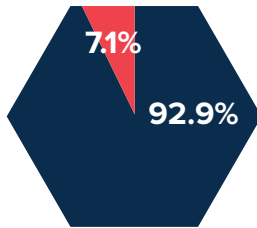


Business to Business (B2B)

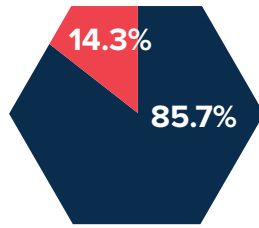
	B2B	
	Mean Average	Median Middle
Pay Gap	13.2%	-4.5%
Bonus Gap	100%	100%



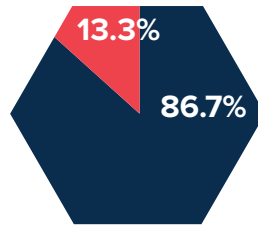
Lower Quartile



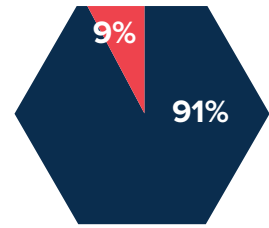
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

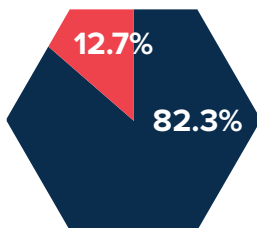


GC Education & Skills

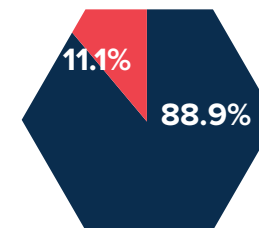
	GC Education & Skills	
	Mean Average	Median Middle
Pay Gap	11.5%	9.4%
Bonus Gap	3.1%	-69%



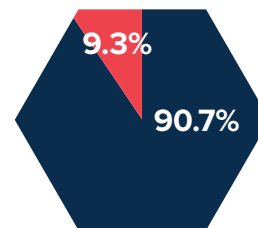
Lower Quartile



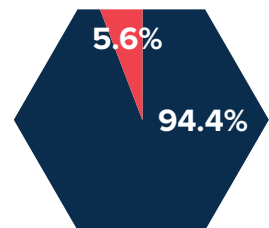
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

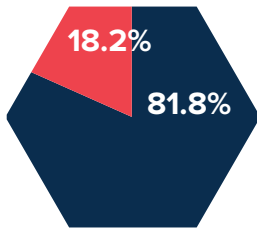


GC Employment

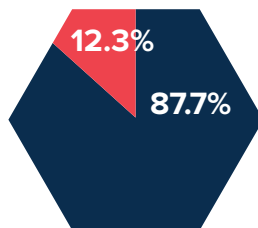
	GC Employment	
	Mean Average	Median Middle
Pay Gap	9.8%	0.5%
Bonus Gap	35.2%	57.5%



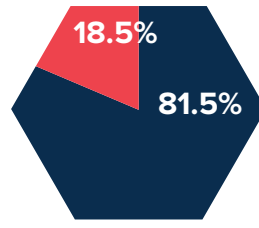
Lower Quartile



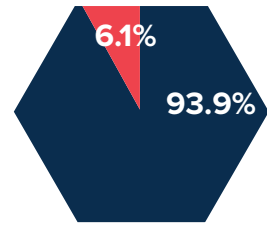
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

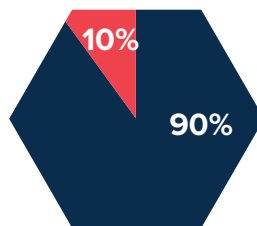


Marketing Manchester

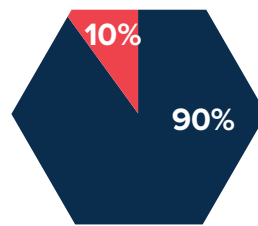
	Marketing Manchester	
	Mean Average	Median Middle
Pay Gap	5.5%	16.1%
Bonus Gap	-100%	-100%



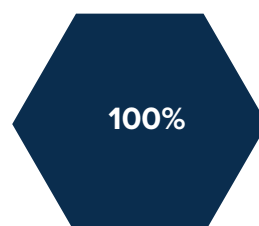
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

