Appendix 3 - Ethnicity Pay Gap per Business Area

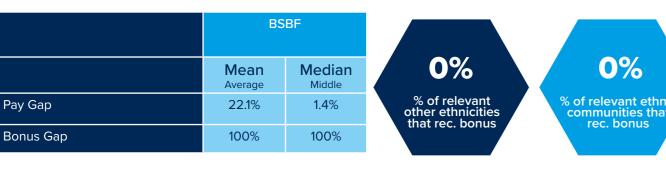
The data shows the mean and median pay and bonus gap; the proportion of colleagues from other ethnicities and colleagues from Ethnic Communities receiving a bonus and the percentage of colleagues from other ethnicities and colleagues from Ethnic Communities in each quartile band. Please note the bonus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



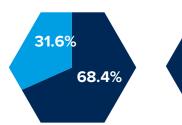
Ethnic Communities

Other Ethnicities

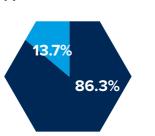
Business Support Business Finance (BSBF)



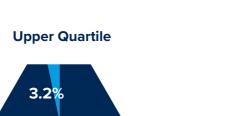
Lower Quartile





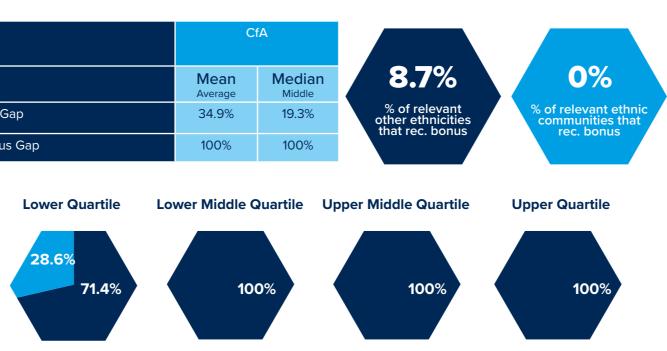


ommunities that rec. bonus **Upper Quartile**



96.8%

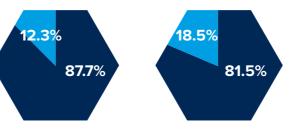
Mean Middle Average Pay Gap 34.9% 19.3% Bonus Gap 100% 100%



GC Education & Skills Median Mean Average Middle 4.8% 1.2% Pay Gap Bonus Gap 34.4% 14%

Lower Quartile

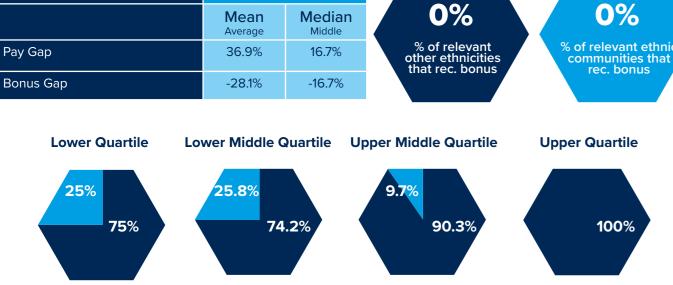
Lower Middle Quartile Upper Middle Quartile



Mean Median

GC including Corporate

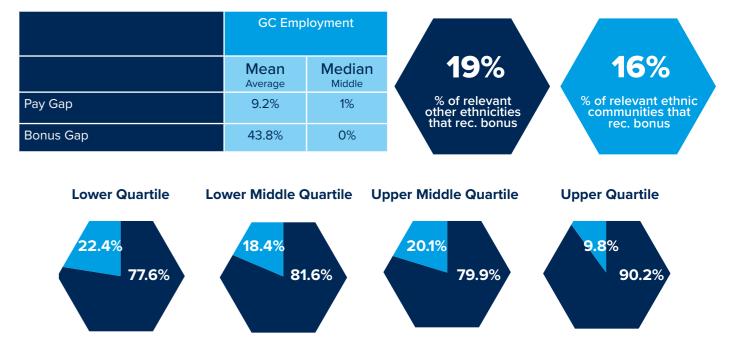
Services



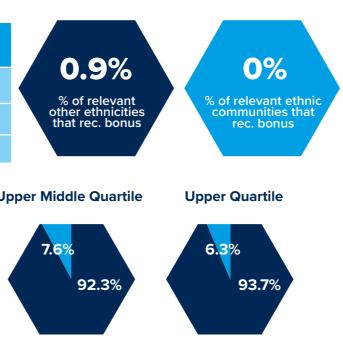
GC including Corporate Services

CfA

GC Employment



GC Education & Skills



Marketing Manchester

