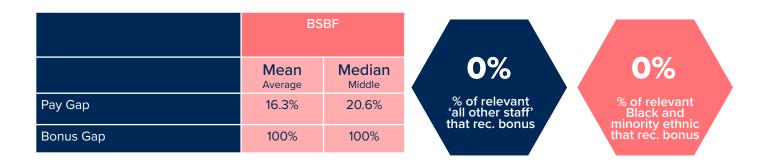
Appendix 2 - Ethnicity Pay Gap per Business Area

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

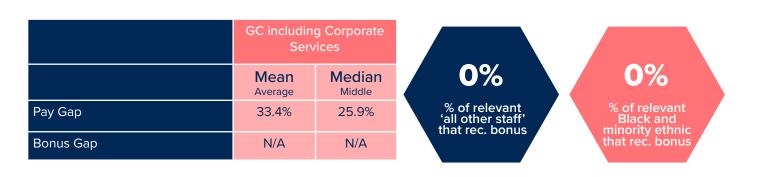


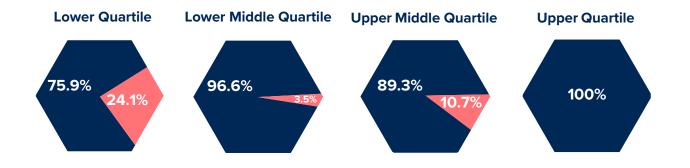
Business Support Business Finance (BSBF)





GC including Corporate Services





Business to Business (B2B)

	B2B	
	Mean Average	Median Middle
Pay Gap	18.9%	6.00%
Bonus Gap	52.2%	21.9%



% of relevant
Black and
minority ethnic
that rec. bonus

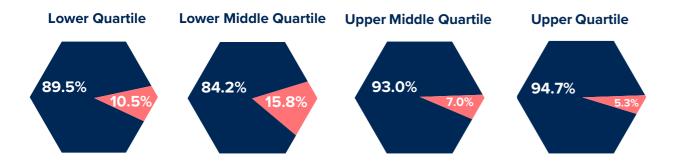


GC Education & Skills

	GC Education & Skills		
	Mean Average	Median Middle	
Pay Gap	5%	2.9%	
Bonus Gap	100%	100%	



% of relevant
Black and
minority ethnic
that rec. bonus



GC Employment

	GC Employment	
	Mean Average	Median Middle
Pay Gap	11.2%	4.0%
Bonus Gap	43.2%	24.5%







Marketing Manchester

	Marketing Manchester	
	Mean Average	Median Middle
Pay Gap	-3.7%	-30.5%
Bonus Gap	N/A	N/A





