

Tax year 2021/22 Gender pay gap report

21 March 2023

Heathcotes M Limited

Hourly pay gap

Women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.7% higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 0.5% higher than men's.

The percentage of women in each pay quartile

 Women  Men

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lower hourly pay quartile (lowest paid)



Bonus pay gap

Women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's. When comparing mean (average) bonus pay, women's mean bonus pay is 0% lower than men's.

Who received bonus pay

0.61% of women

1.51% of men