

BKCAT - GENDER PAY GAP 2021/22 Reporting year

SNAPSHOT DATE 31ST MARCH 2021

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	27.3 %	72.7 %
Upper middle hourly pay quarter	13.9 %	86.1 %
Lower middle hourly pay quarter	8.1 %	91.9 %
Lower hourly pay quarter	4.3 %	95.7 %

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	33.7 %
Median gender pay gap using hourly pay	58.5 %

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	0.0 %	0.0 %

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	Not applicable
Median gender pay gap using bonus pay	Not applicable

Employee headcount

Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date **500 to 999 employees**

Link to your gender pay gap information

<https://www.bkcat.co.uk/key-information/>