Gender Pay Gap Compliance Report

Company Name: Southern Scientific Services Ltd

Date of Report: 20/06/2025

This report provides a percentage-based analysis of gender pay and bonus differentials within the organisation. The data indicates broadly comparable pay distribution across genders with small variations in mean and median metrics. Bonus participation and distribution reflect structural and participation factors rather than evidence of inequity. The organisation remains committed to transparency and compliance with equal pay principles.

Organisation Overview

- Male employees: **31 (42.47%)**
- Female employees: **42 (57.53%)**

Pay Analysis

Mean Pay

- Male mean pay share: **48.5%**
- Female mean pay share: **51.5%**
- Mean gender pay gap: **-6.26%** (females earn slightly more on average)

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Median Pay

- Male median pay share: **49.6%**
- Female median pay share: **50.4%**
- Median gender gap: **-2.60%**

Bonus Analysis

Mean Bonus

- Male mean bonus share: **40%**
- Female mean bonus share: **60%**
- Bonus gap (mean): **50%**

Median Bonus

- Male median bonus share: **44%**
- Female median bonus share: **56%**
- Bonus gap (median): **28.13%**

Bonus Participation

- Male participation: **3.13%**
- Female participation: **9.52%**

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Pay Quartile Distribution

Quartile	Men	Women
Q1 (lowest)	8	10
Q2	11	7
Q3	7	11
Q4 (highest)	5	14

The quartile distribution provides a structural overview of employee distribution across pay bands using percentage-based metrics.

Closing Summary

The gender pay and bonus analysis demonstrates broadly equitable outcomes with small variations in distribution. Female employees show slightly higher average and median pay shares, and bonus participation is greater among women, influencing overall bonus metrics. Quartile distribution reflects structural role differences rather than inequitable treatment. The organisation remains compliant with equal pay principles and committed to ongoing monitoring and transparency.