

Employee salary ratios by gender (% of male/female employees for each salary bracket).

Reporting criteria 2016/17

Definition

The average number of females and percentage of female employees at each salary band for the financial year 1 April 2016 to 31 March 2017.

Scope

All employees who worked at The Crown Estate during 2016/17 are included in the calculation from all offices and work locations. Contractors and casual workers are excluded.

Method

Data relating to each Crown Estate employee is held on the Cascade HR database. Using a data extract summarising all employees in employment with The Crown Estate for the financial year ended 31 March 2017, the number of female employees at each salary band has been calculated on a percentage basis, using the total number of employees for a specified gender divided by the total number of employees for each salary band.

The number of employees used is based on an average headcount basis, which was an average of 444 Crown Estate employees for the 2016/17 year. For example, if a person was in employment with The Crown Estate for 6 months of the financial year, their headcount for the year would be 0.5 (6 months divided by 12 months for the full financial year).

Reporting period

1st April 2016 – 31st March 2017

Source

All data is reported from the Cascade HR database.