

Reporting criteria 2015/16

Employee salary ratios by gender KPI

Definition	The number of females and percentage of female employees at each salary band at 31 March 2016.
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Scope	All employees who worked at The Crown Estate during 2015/16 are included in the calculation from all offices and work locations. Contractors and casual workers are excluded.
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Method	<p>Data relating to each Crown Estate employee is held on the Cascade HR database. Using a data extract as at 31 March 2016, 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.</p> <p>The number of employees used is based on an average headcount basis, which was an average of 457 Crown Estate employees for the 2015/16 year.</p>
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Reporting period	1 st April 2015 – 31 st March 2016
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Source	All data is reported from the Cascade HR database.
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