

Mean Gender Pay Gap - Hourly Rates:

Men £8.77
Women £8.52

Results: Mean Gender pay gap % = 2.85%

Median Gender Pay Gap - Hourly Rate (Mid pay point for all pay records)

Men £7.69
Women £7.61

Results: Median gender pay gap hourly %= 1.04%

Mean Bonus Gender Pay Gap (average)

Men £55.91
Women £78.91

Results: Mean gender pay gap for bonus % of mens pay : + 41.1%

Median Bonus Gender Pay Gap

Men £150
Women £200

Results: Median gender pay gap for bonus pay % of mens pay = + 33.3 %

Proportion of Males and Females Receiving Bonus

Men 12.07%
Women 8.22%

Proportion of Males and Females in each pay Quartile (highest to lowest paid split into quarters)

Upper Quartile	Men	74.80%
	Women	26.20%
Upper Middle Quartile	Men	68.95%
	Women	30.90%
Lower Middle Quartile	Men	69.50%
	Women	30.50%
Lower Quartile	Men	65.10%
	Women	34.90%