

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%

Mean Gender Pay Gap - Hourly Rates:

Men £14.04
Women £13.21

Results: Mean Gender pay gap % = 5.91%

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

Men £13.04
Women £11.42

Results: Median gender pay gap hourly %= 12.42%

Mean Bonus Gender Pay Gap (average)

Men £4,863.68
Women £2,256.70

Results: Mean gender pay gap for bonus % of mens pay : + 53.60%

Median Bonus Gender Pay Gap

Men £2,968
Women £500

Results: Median gender pay gap for bonus pay % of mens pay = + 83.15 %

Proportion of Males and Females Receiving Bonus

Men 72.22%
Women 92.59%

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

Upper Quartile	Men	50.00%
	Women	50.00%
Upper Middle Quartile	Men	45.45%
	Women	54.55%
Lower Middle Quartile	Men	36.36%
	Women	63.64%
Lower Quartile	Men	36.36%
	Women	63.64%