

Gender Pay Gap Report 2018/19

Difference in Hourly Rate

Our mean gender pay gap is 8.5%
Our median gender pay gap is 2.2%

Proportion of women in each pay quartile

	Women	Men
Top Quartile	26.7%	73.3%
Upper Middle	24.8%	75.2%
Lower Middle	22.3%	77.7%
Lower Quartile	24.8%	75.2%

Who received bonus pay

74% of Men
62.7% of Women

Difference in bonus pay

Our mean gender bonus gap is 47.7%
Our median gender bonus gap is 58%

Further findings and our plan will follow shortly.

