

Gender Pay Gap Report as at 5 April 2020

Difference in hourly rate

Women's **mean** hourly rate is **23.06% lower** than men's hourly rate
Women's **median** hourly rate is **32.35% lower** than men's hourly rate

Proportion of women in each pay quartile

Top quartile (highest paid)

39.16% of the top quartile are women

Upper middle quartile

56.64% of the upper middle quartile are women

Lower middle quartile

63.64% of the lower middle quartile are women

Lower quartile (lowest paid)

70.83% of the lower quartile are women

Who received bonus pay

87.93% of women

90.08% of men

Difference in bonus pay

Women's **mean** bonus pay is **19.51% lower** than men's mean bonus pay
Women's **median** bonus pay is **20% lower** than men's median bonus pay