

Gender Pay Gap Annual Report as at 5 April 2021

Difference in hourly rate

Women's **mean** hourly rate is **22.19% lower** than men's hourly rate
Women's **median** hourly rate is **31.65% lower** than men's hourly rate

Proportion of women in each pay quartile

Top quartile (highest paid)

34.06% of the top quartile are women

Upper middle quartile

57.25% of the upper middle quartile are women

Lower middle quartile

55.07% of the lower middle quartile are women

Lower quartile (lowest paid)

76.64% of the lower quartile are women

Who received bonus pay

2.71% of women

3.47% of men

Difference in bonus pay

Women's **mean** bonus pay is **3.47% lower** than men's mean bonus pay
Women's **median** bonus pay is **9.87% higher** than men's median bonus pay