

Gender Pay Gap Annual Report as at 5 April 2022

Difference in hourly rate

Women's **mean** hourly rate is **18.51% lower** than men's hourly rate
Women's **median** hourly rate is **23.17% lower** than men's hourly rate

Proportion of women in each pay quartile

Top quartile (highest paid)

37.84% of the top quartile are women

Upper middle quartile

60.81% of the upper middle quartile are women

Lower middle quartile

62.84% of the lower middle quartile are women

Lower quartile (lowest paid)

63.01% of the lower quartile are women

Who received bonus pay

3.05% of women

4.98% of men

Difference in bonus pay

Women's **mean** bonus pay is **36.13% lower** than men's mean bonus pay
Women's **median** bonus pay is **7.36% higher** than men's median bonus pay