

Gender Pay Gap Annual Report as at 5 April 2023

Difference in hourly rate

Women's **mean** hourly rate is **16.95% lower** than men's hourly rate
Women's **median** hourly rate is **19.65% lower** than men's hourly rate

Proportion of women in each pay quartile

Top quartile (highest paid)

39.74% of the top quartile are women

Upper middle quartile

63.58% of the upper middle quartile are women

Lower middle quartile

59.60% of the lower middle quartile are women

Lower quartile (lowest paid)

60.40% of the lower quartile are women

Who received bonus pay

4.73% of women

2.74% of men

Difference in bonus pay

Women's **mean** bonus pay is **41.48% lower** than men's mean bonus pay
Women's **median** bonus pay is **21.83% lower** than men's median bonus pay