

Gender Pay Gap Annual Report as at 5 April 2024

Difference in hourly rate

Women's **mean** hourly rate is **16.73% lower** than men's hourly rate
Women's **median** hourly rate is **21.09% lower** than men's hourly rate

Proportion of women in each pay quartile

Top quartile (highest paid)

40.00% of the top quartile are women

Upper middle quartile

63.33% of the upper middle quartile are women

Lower middle quartile

61.33% of the lower middle quartile are women

Lower quartile (lowest paid)

62.59% of the lower quartile are women

Who received bonus pay

4.43% of women

3.05% of men

Difference in bonus pay

Women's **mean** bonus pay is **17.47% higher** than men's mean bonus pay
Women's **median** bonus pay is **14.68% lower** than men's median bonus pay