

Gender Pay Gap Reporting

Calculations :- 2017/18 Period 12 (Full Year and Period to 5th April 2018)

1 Hourly pay figures

(Full pay relevant employees only)

Mean gender pay gap for hourly pay (%)	25.3
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Median gender pay gap for hourly pay (%)	10.9
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2 Bonus pay figures

(All relevant employees)

Proportion of males receiving a bonus (%)	90.2
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Proportion of females receiving a bonus (%)	97.5
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Mean gender pay gap for bonus pay (%)	52.6
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Median gender pay gap for bonus pay (%)	9.0
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3 Gender pay gap quartile figures

(Full pay relevant employees only)

Relevant employees per quartile (% of quartile total): -	Male	Female
Upper quartile	85.3%	14.7%
Upper middle quartile	68.1%	31.9%
Lower middle quartile	58.8%	41.2%
Lower quartile	69.6%	30.4%
Total relevant employees	70.4%	29.6%