

Gender Pay Gap Reporting

Calculations :- 2018/19 Period 12 (Full Year and Period to 5th April 2019)

1 Hourly pay figures

(Full pay relevant employees only)

Mean gender pay gap for hourly pay (%)	23.1
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Median gender pay gap for hourly pay (%)	9.9
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2 Bonus pay figures

(All relevant employees)

Proportion of males receiving a bonus (%)	94.3
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Proportion of females receiving a bonus (%)	96.2
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Mean gender pay gap for bonus pay (%)	34.6
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Median gender pay gap for bonus pay (%)	3.9
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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	86.1%	13.9%
Upper middle quartile	68.1%	31.9%
Lower middle quartile	66.7%	33.3%
Lower quartile	69.4%	30.6%
Total relevant employees	72.6%	27.4%