

Gender Pay Gap Annual Report as at 5 April 2018

Difference in hourly rate

Women's **mean** hourly rate is **20.14% lower** than men's hourly rate
Women's **median** hourly rate is **25.7% lower** than men's hourly rate

Proportion of women in each pay quartile

Top quartile (highest paid)

35.88% of the top quartile are women

Upper middle quartile

53.79% of the upper middle quartile are women

Lower middle quartile

64.23% of the lower middle quartile are women

Lower quartile (lowest paid)

59.71% of the lower quartile are women

Who received bonus pay

0.69% of women

4.13% of men

Difference in bonus pay

Women's **mean** bonus pay is **45.44% lower** than men's mean bonus pay
Women's **median** bonus pay is **10% higher** than men's median bonus pay