

Mean Gender Pay Gap

- Women's mean hourly rate is 32.2% higher than men's
 - In other words when comparing mean hourly rates, women earn £1.32 for every £1 that men earn

Median Gender Pay Gap

- Women's median hourly rate is 0.4% higher than men's
 - In other words when comparing median hourly rates, women earn the same as men.

Mean Bonus Gender Pay Gap

- Women's mean bonus pay is 22.8% lower than men's

Median Bonus Gender Pay Gap

- Women's median bonus pay is 71.4% higher than men's

Proportion of Males and Females receiving a Bonus Payment

- 19.5% of women
- 7.1% of men

Proportion of Males and Females in each Pay Quartile

Quartile	Women	Men
Upper Quartile	71.7%	28.3%
Upper Middle Quartile	61.3%	38.7%
Lower Middle Quartile	28.1%	71.9%
Lower Quartile	25%	75%

'I can confirm that the published information on Gender Pay Gap is accurate'

Keith Robinson, Managing Director, April 2018