

Gender pay gap report

Difference in hourly rate

Women's mean hourly rate is **11.3% lower** than men's In other words when comparing mean hourly rates, **women earn 88p** for every **£1** that men earn.

Women's median hourly rate is **36.9% lower** than men's In other words when comparing median hourly rates, **women earn 63p** for every **£1** that men earn.

Employees by pay quartile

	🗖 Women 📕 Men
Upper hourly pay quarter (highest paid)	
55.8%	44.2%
Upper middle hourly pay quarter	
66%	34%
Lower middle hourly pay quarter	
75%	25%
Lower hourly pay quarter (lowest paid)	
67.9%	32.1%

Who received bonus pay

No bonuses were paid.