

Snapshot date: 31.3.17

**Difference in mean and median hourly rate of pay**

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	20.1%	34.9%

**Difference in mean and median bonus pay**

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	N/A	N/A

**Proportion of male and female employees who were paid bonus pay**

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

**Proportion of male and female employees according to quartile pay bands**

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	13.5%	12.9%	22.1%	28.2%
Female (% females to all employees in each quartile)	86.5%	87.1%	77.9%	71.8%