

Snapshot date: 31.3.19

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	21.9%	35.5%

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)	8.9%	15.2%	17.1%	28.9%
Female (% females to all employees in each quartile)	91.1%	84.8%	82.9%	71.1%