

Gender Pay Gap Reporting:



Statutory Reporting Data

Pay Rates	Gender Pay Gap
Mean Hourly Rate	-4.4%
Median Hourly Rate	-3.7%

Pay Quartile Information

Pay Quartiles	Female	Male	Total
Proportion of females and males paid above the 75th percentile.	38.1%	61.9%	100%
Proportion of females and males paid between the median and 75th percentile.	41.3%	58.7%	100%
Proportion of females and males paid between the median and 25th percentile.	40.0%	60.0%	100%
Proportion of females and males paid below the 25th percentile.	26.0%	74.0%	100%

Bonus Information

Bonus Pay	Gender Bonus Gap
Mean Bonus	25.8%
Median Bonus	14.1%

Bonuses Paid

Females paid a bonus as % of all females	0.9%
Males paid a bonus as % of all males	22.2%