

Gender Pay Gap Reporting:



Statutory Reporting Data

Pay Rates	Gender Pay Gap
Mean Hourly Rate	-1.5%
Median Hourly Rate	-0.3%

Pay Quartile Information

Pay Quartiles	Female	Male	Total
Proportion of females and males paid above the 75th percentile.	27.8%	72.2%	100%
Proportion of females and males paid between the median and 75th percentile.	51.6%	48.4%	100%
Proportion of females and males paid between the median and 25th percentile.	50.3%	49.7%	100%
Proportion of females and males paid below the 25th percentile.	21.7%	78.3%	100%

Bonus Information

Bonus Pay	Gender Bonus Gap
Mean Bonus	45.6%
Median Bonus	38.0%

Bonuses Paid

Females paid a bonus as % of all females	1.6%
Males paid a bonus as % of all males	21.9%