



Statutory gender pay gap disclosure as at 05/04/2018

Employer size: 250 to 499 employees

Hourly wages pay gap

In our organisation, **women earn £1.09** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **9% higher** than men's.

(If we were to rank our male and female colleagues separately, from the lowest to the highest paid, the middle-paid colleague is the median. The median pay gap is the difference between the male median and female median.)

When comparing mean hourly wages, women's mean hourly wage is **7% higher** than men's. *(The mean gender pay gap shows the difference between the mean or average hourly pay for all men compared with all women across an organisation. Like the median, it is expressed as a percentage.)*

Pay Quartile headcount gender %

	Male	Female
Upper	88%	12%
Upper Middle	85%	15%
Lower Middle	70%	30%
Lower	78%	22%

Bonus pay gap

In our organisation, **women earn £1.14** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **14% higher** than men's.

When comparing mean bonus pay, women's mean bonus pay is **22% lower** than men's.

Who received bonus pay?

70% of women

85% of men