

GENDER PAY GAP REPORT

Reference Date 05 April
2019
Report type Annual

Total Employees	Male	Female	Total
	857	846	1703

Per Hour Pay	Male	Female	Difference
Mean	£14.77	£13.97	5.45%
Median	£12.48	£12.48	0%

Pay	Male	Female	Male	Female
Upper (75-100%)	190	183	51%	49%
Upper Middle (50-75%)	185	189	49%	51%
Lower Middle (25-50%)	199	175	53%	47%
Lower 0-25%)	169	204	45%	55%
	743	751		

Bonus	Male	Female	Difference
Mean	£895	£1,460	-63.14%
Median	£250	£142	43.31%
Number Receiving Bonus	179	136	24.02%
Percentage Receiving Bonus	20.89%	16.08%	