

Gender pay gap report

Women earn 86p for every £1 that men earn when comparing median hourly pay. The median level is 14% lower than men.

We have seen our mean (average) gender pay gap increase to 11%.

For bonus pay, women earned £3.23p for every £1 that men received in bonus. A gap of -223%. The mean bonus gap was -23%.

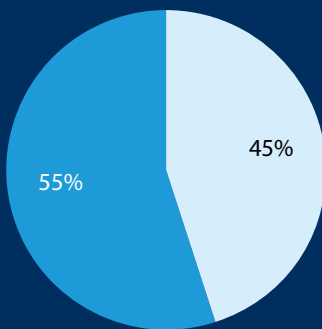
Difference between men and women

	Mean	Median
Pay gap	11%	14%
Bonus pay	-23%	-223%

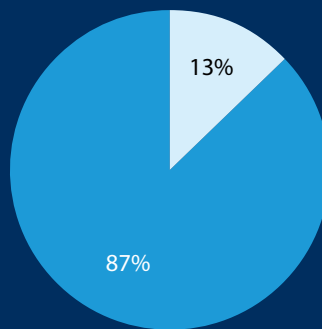
A positive % indicates that the male average is higher than the female average.

Bonus paid

■ No bonus ■ Bonus

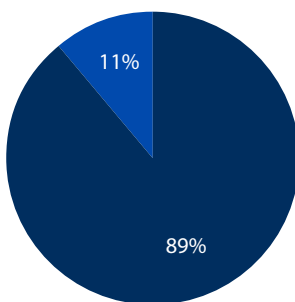


Men

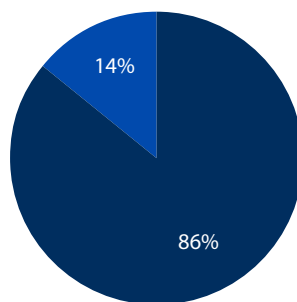


Women

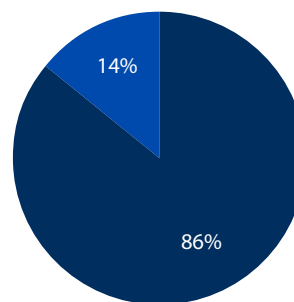
Percentage of women in each pay quartile



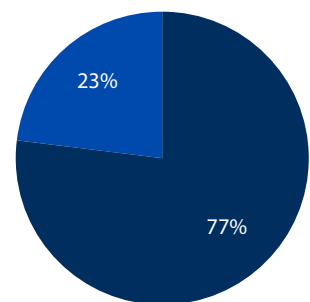
Quartile 1



Quartile 2



Quartile 3



Quartile 4

■ Men ■ Women

Alan Plante
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