

Gender Pay Gap Figures 2017

Mean Gender Pay Gap in Hourly Pay

Male Hourly Rate (Mean)	£9.56
Female Hourly Rate (Mean)	£9.88
Pay Gap (Mean)	-3.36%

Median Gender Pay Gap in Hourly Pay

Male Hourly Rate (Median)	£7.68
Female Hourly Rate (Median)	£8.25
Pay Gap (Median)	-7.46%

Proportion of Male and Females who got Bonus Payments

Male Employees Receiving a Bonus	25.44%
Female Employees Receiving a Bonus	17.96%

Mean Gender Pay Gap in Bonus Pay

Male Bonus (Mean)	£515.76
Female Bonus (Mean)	£428.90
Pay Gap (Bonus Mean)	16.84%

Median Gender Pay Gap in Bonus Pay

Male Bonus (Median)	£74.53
Female Bonus (Median)	£90.26
Pay Gap (Bonus Median)	-21.11%

Gender Pay Gap Quartile Figures

Quartile Pay Bands	Male	Female
Q1 Upper	64.69%	35.31%
Q2 Upper Middle	64.84%	35.16%
Q3 Lower Middle	66.87%	33.13%
Q4 Lower	69.92%	30.08%