



Gender Pay Gap Statement 2019 - Detailed Pay Data

Salary information based on snapshot date of 31st March 2019

Bonus information based on 12 months up to and including snapshot date.

Gender Pay Gap	Mean Gross Hourly Pay	Median Gross Hourly Pay
Males	£13.51	£11.59
Females	£13.67	£12.30
% Difference	-1.2%	-6.1%

Gender Bonus Pay Gap	Mean Gross Bonus Pay	Median Gross Bonus Pay
Males	£377.01	£145.44
Females	£284.21	£145.44
% Difference	24.6%	0%

Proportion of Employees Paid Bonus Pay	
Males	11.5%
Females	14.5%

Quartile Data	Male	Female	Total
Lower	73 58.9%	51 41.1%	124
Middle Lower	55 44.7%	68 55.3%	123
Middle Upper	49 39.8%	74 60.2%	123
Upper	64 52%	59 48%	123
Total	241 48.9%	252 51.1%	493