



Gender Pay Gap Statement 2019 - Detailed Pay Data

Salary information based on snapshot date of 5th April 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	11.43	9.53
Females	11.84	9.53
% Difference	-3.6%	0%

Gender Bonus Pay Gap	Mean Gross Bonus Pay	Median Gross Bonus Pay
Males	53.07	53.66
Females	28.55	19.25
% Difference	46.2%	64.10%

Proportion of Employees Paid Bonus Pay	
Males	9.6%
Females	9.5%

Quartile Data	Male	Female	Total
Lower	21 37.5%	35 62.5%	56
Middle Lower	24 42.9%	32 57.1%	56
Middle Upper	19 33.9%	37 66.1%	56
Upper	20 35.7%	36 64.3%	56
Total	84 37.5%	140 62.5%	224