

	Male		Female	
UPPER HOURLY PAY QUARTILE	95/111	85.6%	16/111	14.4%
UPPER MIDDLE HOURLY PAY QUARTILE	98/111	88.3%	13/111	11.7%
LOWER MIDDLE HOURLY PAY QUARTILE	102/111	91.9%	9/111	8.1%
LOWER HOURLY PAY QUARTILE	94/113	83.2%	19/113	16.8%

Mean hourly for Men	£16.99
Mean hourly for Women	£15.85
Mean gender pay gap using hourly pay	6.70%

Means on average men are paid 6.70% more than women

MEDIAN GENDER PAY GAP USING HOURLY FOR MEN	£14.71
MEDIAN GENDER PAY GAP USING HOURLY FOR WOMEN	£14.78

**Median Gender
pay gap based
on hourly pay**

-7.00%

Proportion of males and females who got bonus payments

PERCENTAGE OF MALES PAID BONUS

95.88%

PERCENTAGE OF FEMALES PAID BONUS

96.49%

MEAN BONUS FOR MEN

£2,012

MEAN BONUS FOR FEMALE

£1,633.00

**Mean gender
pay gap using
bonus pay**

18.84%

Men median Bonus pay

£1,169.73

Women median Bonus pay

£1,094.44

Median Gender pay gap using bonus pay

6.43%