

## GENDER PAY GAP REPORT

Reference Date 05 April 2018

Report type Annual

Total Employees	Male	Female	Total
	809	829	1638

Per Hour Pay	Male	Female	Difference
Mean	£14.37	£13.30	7.42%
Median	£12.01	£11.55	3.78%

Pay	Male	Female	Male	Female
Upper (75-100%)	184	179	51%	49%
Upper Middle (50-75%)	181	183	50%	50%
Lower Middle (25-50%)	182	182	50%	50%
Lower 0-25%)	160	203	44%	56%
	<b>707</b>	<b>747</b>		

Bonus	Male	Female	Difference
Mean	£4,830	£8,516	-76.30%
Median	£2,374	£6,387	-169.03%
Number Receiving Bonus	21	28	-33.33%
Percentage Receiving Bonus	2.6%	3.38%	