

# Gender Pay Gap Reporting

**Snapshot Date 05<sup>th</sup> April 2021**

Women's mean hourly rate is 10.18% lower than men's  
In other words when comparing mean hourly rates, women earn 89.82p for every £1 that men earn.

Women's median hourly rate is 23.50% lower than men's  
In other words when comparing median hourly rates, women earn 76.50p for every £1 that men earn.

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## **Proportion of women in each pay quartile**

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.

Top quartile (highest paid)  
4.35% of the top quartile are women

Upper middle quartile  
0% of the upper middle quartile are women

Lower middle quartile  
1.09% of the lower middle quartile are women

Lower quartile (lowest paid)  
11.96%

No Bonuses were paid.