

## Gender Pay Gap Data 2019-2020

Difference in mean hourly rate of pay	17%	
Difference in median hourly rate of pay	21%	
Difference in mean bonus pay	24%	
Difference in median bonus pay	51%	
	Male	Female
Percentage of employees who received bonus pay	12.5%	13.1%
	Male	Female
Employees by pay quartile		
Upper quartile	25.3%	74.7%
Upper middle quartile	20.3%	79.7%
Lower middle quartile	12%	88%
Lower quartile	16%	84%



I confirm that the information provided in this Gender Pay Gap report is accurate.

David Evans, Chief Executive

April 2019