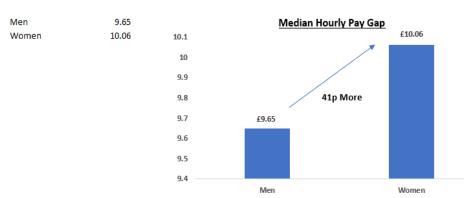
## **Gender Pay Reporting Illustrations - 2021**



## **Hourly Pay Gap**

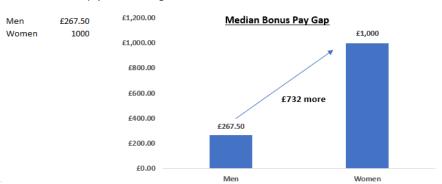
Women earn £10.06 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 4.28% higher than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 4.8% higher than men's.

## **Bonus Pay Gap**

Women earn £1000.00 and men earn £267.50 when comparing median bonus pay. Their median bonus pay is 273.83% hiogher than men's.



When comparing mean (average) bonus pay, women's mean (average) bonus pay is 1.39% higher than men's. 52.59% of men received bonus pay.

53.98% of women received bonus pay.

## Pay Quartiles

Women occupy 18% of the highest paid jobs and 20.3% of the lowest paid jobs.

Quartile	Gender	%	Lower Quartile										Lower Middle								
Lower	Male	75.70																			
Lower	Female	24.30																			
Lower Middle	Male	81.70																			
Lower Middle	Female	18.30																			
Upper Middle	Male	73.10	0.00	10.00	20.00	30.00	40.00	50.00	60.00	70.00	80.00	0.00	20.00	0	40.00	60.00	80.00	100	.00		
Upper Middle	Female	26.90			<b>■</b> L4	ower Fei	male <b>=</b>	Lower N	lale		■ Lower Middle Female ■ Lower Middle Male										
Upper	Male	75.00																			
Upper	Female	25.00		Upper Middle									Upper Quartile								
																			ı		
			0.00	10.00	20.00	30.00	40.00	50.00	60.00	70.00	80.00	0.00	10.00	20.00	30.00	40.00 50.0	0 60.00	70.00	80.00		
					Upper N	∕liddle Fo	emale	■ Upper	Middle N	Лаle		■ Upper Female ■ Upper Male									