

2020 report

1. The **mean gender pay gap** 35.8%
2. The **median gender pay gap** is 22.9%
3. The **mean gender bonus gap** is 46.6%
4. The **median gender bonus gap** is 38.4%
5. The percentage of:
 - **male employees** receiving a bonus is 55.4%
 - **female employees** receiving a bonus is 67.9%
6. The percentage of males and females in each pay quartile band is:

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	53.0%	47.0%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	39.0%	61.0%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	54.7%	45.3%
D	Includes all employees whose standard hourly rate places them above the upper quartile	81.4%	18.6%

Snapshot date: 5 April 2019