

2021 report

1. The **mean gender pay gap** is 29.1%
2. The **median gender pay gap** is 38.2%
3. The percentage of:
 - **male employees** receiving a bonus is 54.7%
 - **female employees** receiving a bonus is 69.5%
4. The **mean gender bonus gap** is 21.1%
5. The **median gender bonus gap** is 14.7%
6. The percentage of males and females in each pay quartile is:

Band	Description	Males	Females
D	Includes all employees whose standard hourly rate places them in the upper quartile	75.0%	25.0%
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	55.8%	44.2%
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	38.5%	61.5%
A	Includes all employees whose standard hourly rate places them in the lower quartile	56.9%	43.1%

Snapshot date: 5 April 2020