

Snapshot date: 31.3.23

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	25.3%	33.2%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	9.9%	10.8%	19.3%	32.0%
Female (% females to all employees in each quartile)	90.1%	89.2%	80.7%	68.0%