

## Gender Pay Gap Report 2017

In accordance with the gender pay reporting regulations we are publishing our statistics for 2017.

These statistics look at the difference in the average and median hourly rates of pay and bonus pay for male and female employees, regardless of their role or seniority. The statistics are based on the prescribed snapshot date of the 5th April 2017.

The mean pay gap is the difference between the hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings for men and women.

### Our findings were as follows:

<b>Mean gender pay gap in hourly pay</b>	<b>12.72%</b>
<b>Median gender pay gap in hourly pay</b>	<b>2.47%</b>
<b>Mean bonus Gender pay gap</b>	<b>4.58%</b>
<b>Median Bonus Gender Pay Gap</b>	<b>13.04%</b>
<b>Proportion of Males receiving a bonus payment</b>	<b>11.69%</b>
<b>Proportion of Females receiving a bonus payment</b>	<b>7.03%</b>

### Proportion of Males and Females in each pay quartile:

	<b>Male</b>	<b>Female</b>
<b>Upper</b>	<b>55.22%</b>	<b>44.78%</b>
<b>Upper Middle</b>	<b>55.71%</b>	<b>44.29%</b>
<b>Lower Middle</b>	<b>56.06%</b>	<b>43.94%</b>
<b>Lower</b>	<b>52.7%</b>	<b>47.3%</b>

The Office for National Statistics state that at 18.1%, the gap in average pay between men and women, for all employees, is the lowest since records began. We are currently at 12.72% and are committed to reducing this further.