



## Gender Pay Gap Report

### **Women's mean hourly rate is 24.8% lower than men's**

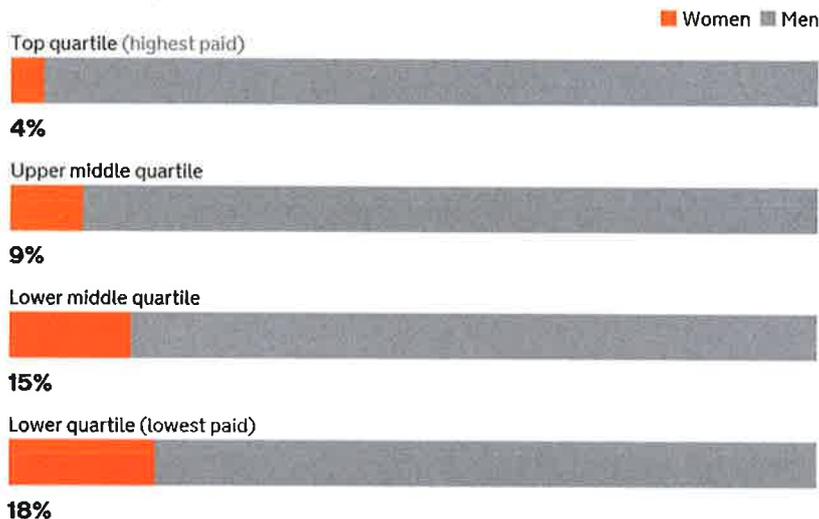
In other words when comparing mean hourly rates, women earn 75p for every £1 that men earn.

### **Women's median hourly rate is 21.6% lower than men's**

In other words when comparing median hourly rates, women earn 78p for every £1 that men earn.

### **Proportion of women in each pay quartile**

► [About quartiles](#)



### **Who received bonus pay:**

92.5% of women

96.8% of men

### **Difference in bonus pay:**

Women's mean bonus pay is 107% lower than men's

Women's median bonus pay is 0% lower than men's

Sue Manford

Group HR and Health and Safety Manager