

Pay calculated for the pay period including 05/04/2017

Bonus calculated for the year 06/04/2016 to 05/04/2017

Pay Gap Percentage

	(%)
Hourly Mean Pay Rate	13.41
Hourly Median Pay Rate	11.52
Mean Bonus Payments	-0.44
Median Bonus Payments	-13.50

Pay Percentage Distributions

	Male (%)	Female (%)
Receiving Bonus	52.89	36.27
Upper Quartile	87.23	12.77
Upper Middle Quartile	83.80	16.20
Lower Middle Quartile	88.65	11.35
Lower Quartile	70.42	29.58

Notes

The pay differences are expressed as the difference between the mean/median hourly rate / bonus for men and women as a percentage of the mens rate / bonus pay. Negative values mean that the average rate for women is greater than for men. For more information see the relevant legislation.

The percentages of employees receiving bonuses are simply based on the numbers of male and female employees identified as having received some kind of bonus payment in the year.

Quartile figures are calculated by dividing the pay rates into four equal groups from the lowest to the highest and working out how many male and female employees are in each group.

This report was compiled using the methods described in the relevant legislation from data held in the payroll system and identified as relevant for this purpose by the client.

Information on the calculations can be found at
<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>.
