

# 2019 Gender Pay Gap Report

This report is based on pay data as at 5th April 2019 and bonus data in year up to 5th April 2019 for Great Britain.

## Equal Pay and Bonus Pay Gap

### 2019 Bonus Pay

Women's hourly rate is 5.88% (median) lower than men.

Women's hourly rate is 10.11% (mean) lower than men.

Women's bonus pay is 16.81% (median) higher than men.

Women's bonus pay is 25.29% (mean) lower than men.

**F** 42% of women received a bonus

**M** 32% of men received a bonus

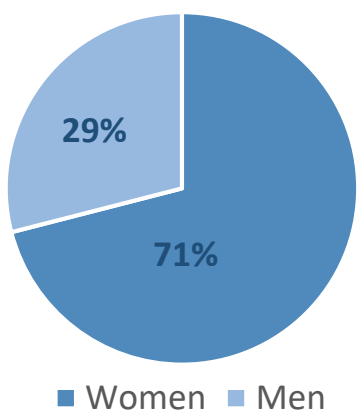
Since our 2018 report percentage of male workforce who received a bonus has increased by 3% and percentage of female workforce who received a bonus has increased by 10%.

For 2019 76% of bonuses were paid to women and 24% paid to men.

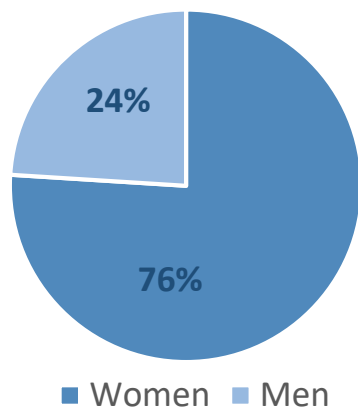
Since our 2018 report our median pay gap has reduced by 2.96% and our mean pay gap has reduced by 4.13%.

## Gender Distribution

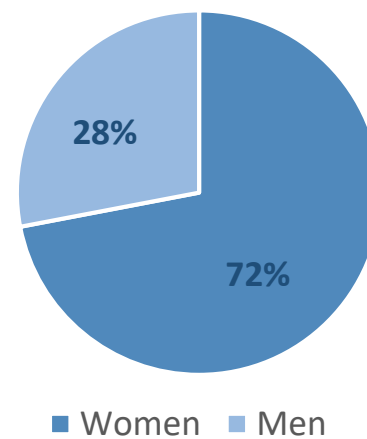
2019 Lower Quartile



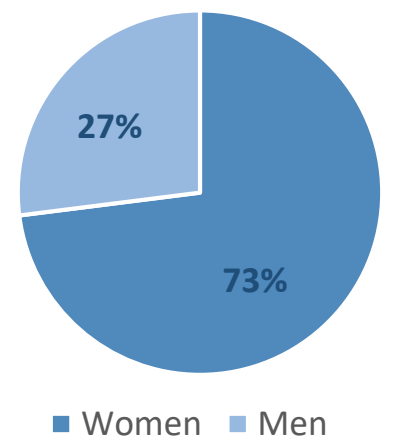
2018 Lower Quartile



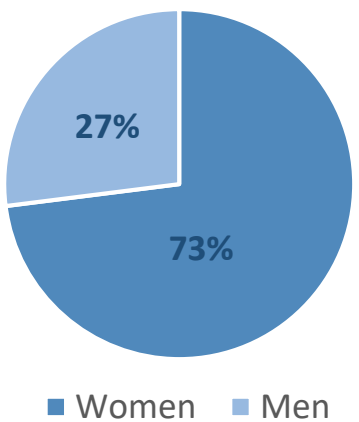
2019 Lower Middle Quartile



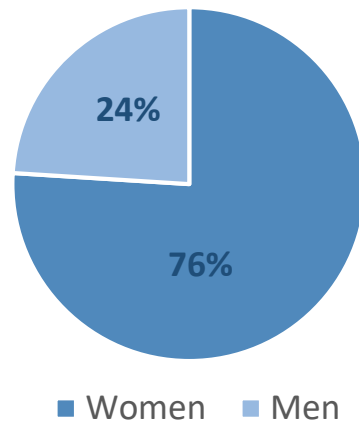
2018 Lower Middle Quartile



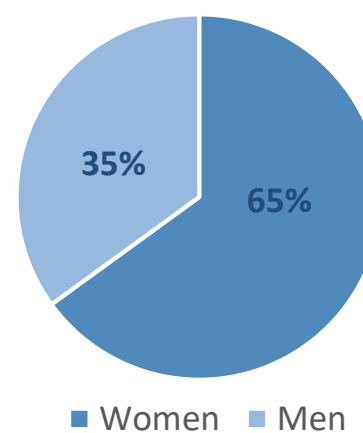
2019 Upper Middle Quartile



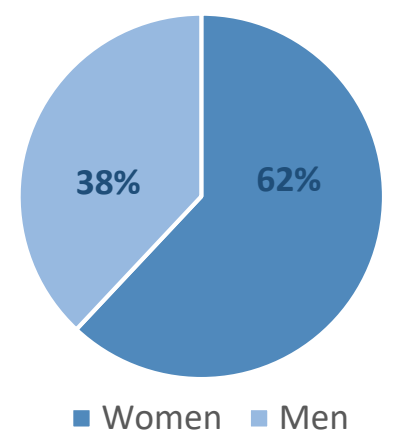
2018 Upper Middle Quartile



2019 Upper Quartile



2018 Upper Quartile



We confirm that our data has been circulated according to requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

*Catherine Bell*     *Steve Thompson*