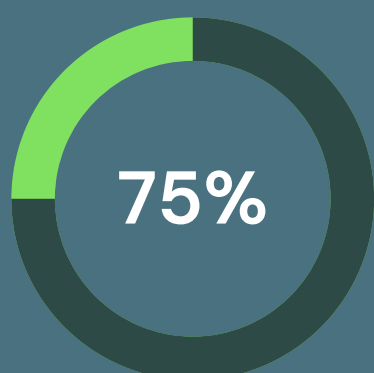


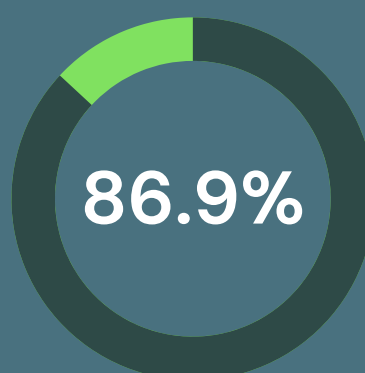
# GENDER PAY GAP REPORT 22/23

## Percentage of females in the Upper Quartile



75% jobs of the upper  
Quartile are occupied by  
women.

## Percentage of females in the Upper middle Quartile



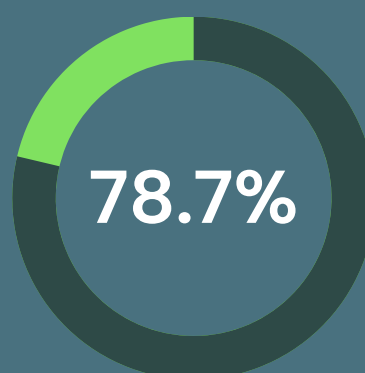
Women occupy 86.9% in the  
upper middle Quartile with  
men occupying only 13.1%

## Percentage of females in the lower middle Quartile



90.2% of the lower middle  
Quartile are occupied by  
women.

## Percentage of females in the lower Quartile



Women occupy nearly 80%  
of the lower Quartile.

## THE FACTS

Women earn 96p for every £1 that men earn when comparing median hourly pay.

- Women's median hourly pay is **4.3%** lower than men's.
- Women's mean hourly pay is **14.7%** lower than men's.

- Mean gender pay gap in hourly pay as a percentage of men's pay **14.70%**
- Median gender pay gap in hourly pay as a percentage of men's pay **4.29%**

- Percentage of males paid a bonus **90%**
- Percentage of females paid a bonus **87%**

- Mean pay gap for bonuses as a percentage of men's pay **34%**
- Median pay gap for bonus pay as a percentage of men's pay **12%**