

# Gender Pay Gap Report 2020

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We can use the results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

## Pay Gap and Bonus Difference Between Male & Female Employees

	Mean (%)	Median (%)
Hourly rate of pay	-3.06	-4.34
Bonus pay	17.18	-1.37

0 = neutral pay. Below 0 = average female pay is higher than average male pay.  
Above 0 = average female pay is lower than average male pay.  
Pay calculated for the pay period including 05/04/2019.  
Bonus calculated for the year 06/04/2018 to 05/04/2019.

## Proportion of Male & Female UK Employees According to Quartile Pay Bands

### UPPER



### UPPER MIDDLE



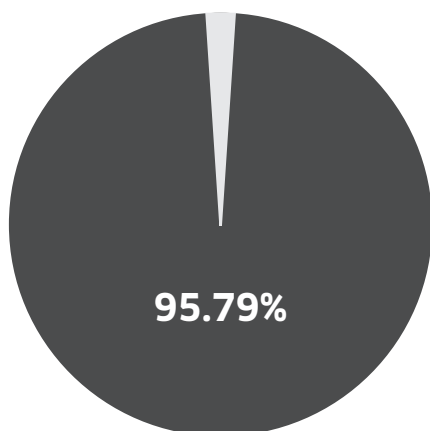
### LOWER MIDDLE



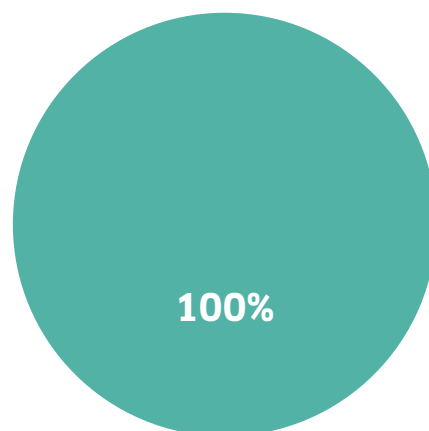
### LOWER



## Proportion of Male & Female UK Employees Receiving Bonus Pay



MALE



FEMALE