



31/03/2023 31/03/2022 31/03/2021

Gender Balance			
Male	84.9%	85.7%	84.4%
Female	15.1%	14.3%	15.6%
Mean Gender Pay Gap			
	11.5%	10.4%	4.8%
Median Gender Pay Gap			
	17.6%	8.0%	9.1%
Mean Bonus Gender Pay Gap			
	-2.1%	-26.5%	-53.5%
Median Bonus Gender Pay			
	-43.3%	0.0%	0.0%
Proportion of Males & Females receiving a bonus payment			
Male	23.2%	85.3%	97.0%
Female	35.1%	85.7%	95.3%
Proportion of Males & Females in each quartile pay band			
Lower Quartile			
Male	79.4%	84.8%	76.8%
Female	20.6%	15.2%	23.2%
Lower Middle Quartile			
Male	76.2%	74.2%	82.6%
Female	23.8%	25.8%	17.4%
Upper Middle Quartile			
Male	95.2%	92.4%	89.9%
Female	4.8%	7.6%	10.1%
Upper Quartile			
Male	88.7%	90.9%	88.4%
Female	11.3%	9.1%	11.6%