



31/03/2022

Gender Balance	
Male	85.7%
Female	14.3%
Mean Gender Pay Gap	10.4%
Median Gender Pay Gap	8.0%
Mean Bonus Gender Pay Gap	-26.5%
Median Bonus Gender Pay	0.0%
Proportion of Males & Females receiving a bonus payment	
Male	85.3%
Female	85.7%
Proportion of Males & Females in each quartile pay band	
Lower Quartile	
Male	84.8%
Female	15.2%
Lower Middle Quartile	
Male	74.2%
Female	25.8%
Upper Middle Quartile	
Male	92.4%
Female	7.6%
Upper Quartile	
Male	90.9%
Female	9.1%



31/03/2021

Gender Balance	
Male	84.4%
Female	15.6%
Mean Gender Pay Gap	4.8%
Median Gender Pay Gap	9.1%
Mean Bonus Gender Pay Gap	-53.5%
Median Bonus Gender Pay	0.0%
Proportion of Males & Females receiving a bonus payment	
Male	97.0%
Female	95.3%
Proportion of Males & Females in each quartile pay band	
Lower Quartile	
Male	76.8%
Female	23.2%
Lower Middle Quartile	
Male	82.6%
Female	17.4%
Upper Middle Quartile	
Male	89.9%
Female	10.1%
Upper Quartile	
Male	88.4%
Female	11.6%



31/03/2020

Gender Balance	
Male	83.3%
Female	16.7%
Mean Gender Pay Gap	7.6%
Median Gender Pay Gap	9.0%
Mean Bonus Gender Pay Gap	-10.4%
Median Bonus Gender Pay	19.3%
Proportion of Males & Females receiving a bonus payment	
Male	9.8%
Female	17.0%
Proportion of Males & Females in each quartile pay band	
Lower Quartile	
Male	73.7%
Female	26.3%
Lower Middle Quartile	
Male	80.0%
Female	20.0%
Upper Middle Quartile	
Male	90.0%
Female	10.0%
Upper Quartile	
Male	91.1%
Female	8.9%