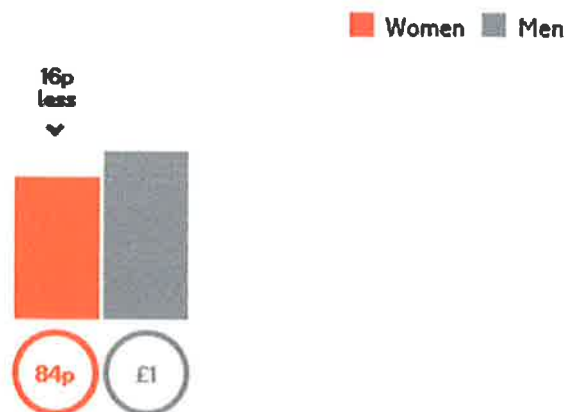


Gender Pay Gap Report 2018

Hourly wages pay gap

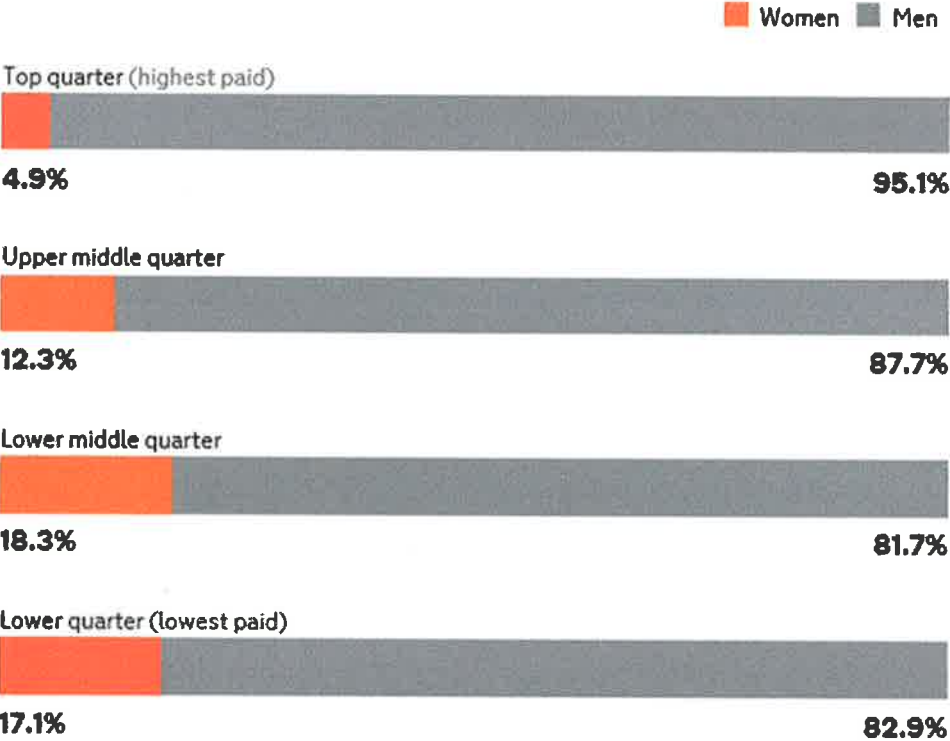
In this organisation, **women earn 84p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **16.3% lower** than men's.



When comparing mean hourly wages, women's mean hourly wage is **19.2% lower** than men's.

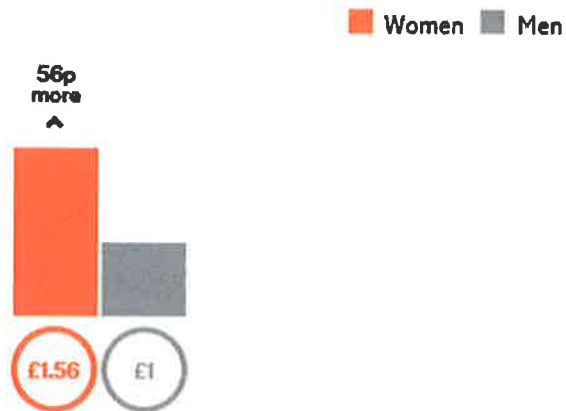
Proportion of women in each pay quarter

In this organisation, women occupy **4.9%** of the highest paid jobs and **17.1%** of the lowest paid jobs.



Bonus pay gap

In this organisation, **women earn £1.56** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **55.5% higher** than men's.



When comparing mean bonus pay, women's mean bonus pay is **52.6% lower** than men's.

Who received bonus pay

100% of women.

98.6% of men.

Sue Manford

Group HR and Health & Safety Manager