

# Mandatory Gender Pay Gap Figures

Snapshot date

31 March 2020

Gender pay gap	%
1. Mean gender pay gap - Ordinary pay	24.4%
2. Median gender pay gap - Ordinary pay	33.3%
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March	0.0%
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March	0.0%
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March:	0.0%

6. Proportion of male and female employees in each quartile.

Quartile	Female %	Male %
Upper quartile	88.57%	11.43%
Upper Middle quartile	85.71%	14.29%
Lower Middle quartile	90.71%	9.29%
Lower quartile	97.14%	2.86%