



Gender Pay Gap Report 2018

Mean Gender Pay Gap in Hourly Pay		8.1%
Median Gender Pay Gap in Hourly Pay		0.0%
Mean Bonus Gender Pay Gap		-94.9%
Median Bonus Gender Pay Gap		-51.0%
	Male	Female
Proportion of Males and Females receiving a Bonus Payment	3.6%	2.3%

Proportion of Males and Females in each Pay Quartile		
	Male	Female
Upper Quartile	60.5%	39.5%
Upper Middle Quartile	44.2%	55.8%
Lower Middle Quartile	37.2%	62.8%
Lower Quartile	54.1%	45.9%

I confirm that the data reported is accurate.

Martin Evans
 Finance Director
 21 March 2019