



## Gender Pay Gap Annual Report as at 5 April 2024

### Difference in hourly rate

Women's **mean** hourly rate is **1% higher** than men's hourly rate

Women's **median** hourly rate is **11% higher** than men's hourly rate

### Proportion of women in each quartile

Top quartile (highest paid)

**56% of the top quartile are women**

Upper middle quartile

**59% of the middle quartile are women**

Lower middle quartile

**53% of the lower quartile are women**

Lower quartile (lowest paid)

**45% of the lower quartile are women**

### Who received bonus pay

3% of Women

3% of Men

### Difference in bonus pay

Women's **mean** bonus pay is **21% lower** than men's mean bonus pay

Women's **median** bonus pay is **0% lower** than men's median bonus pay