



Gender Pay Analysis Report (as at Mar 2019)

Percentage Mean Pay Gap (Difference in male to female Mean pay)	-6.4%			
Percentage Median Pay Gap (Difference in male to female Median pay)	0.0%			
Percentage Mean Bonus Gap (Difference in male to female Mean pay)	No Bonus Paid			
Percentage Median Bonus Gap (Difference in male to female Median pay)	No Bonus Paid			
Gender of Staff in Upper Quartile	Male	15%	Female	85%
Gender of Staff in Upper Middle Quartile	Male	14%	Female	86%
Gender of Staff in Lower Middle Quartile	Male	20%	Female	80%
Gender of Staff in Lower Quartile	Male	19%	Female	81%
Gender Balance of Workforce	Male	17%	Female	83%