Snapshot date: 31.3.24

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	**22.1%**	**37.9%**

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	**N/A**	**N/A**

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	**N/A**
Female employees (% paid a bonus compared to all female employees)	**N/A**

Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	**12.3%**	**14.9%**	**17.7%**	**34.8%**
Female (% females to all employees in each quartile)	**87.7%**	**85.1%**	**82.3%**	**65.2%**