**Gender Pay Gap Report 2022/23**

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| **Mean gender pay gap** | **Median gender pay gap** |
| Women’s hourly rate is  | 33% lower | Women’s hourly rate is  | 39% lower |
| Women’s bonus pay is | 75% lower | Women’s bonus pay is | 35% lower |
| Proportion of males receiving bonus | 98% | Proportion of females receiving bonus | 97% |

|  |  |
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| **Proportion of males in each quartile band** | **Proportion of females in each quartile band** |
| TOP  | 97% | TOP  | 3% |
| UPPER MIDDLE | 96% | UPPER MIDDLE | 4% |
| LOWER MIDDLE | 95% | LOWER MIDDLE | 5% |
| LOWER | 70% | LOWER | 30% |