

**GENDER PAY GAP REPORT | 2018-APRIL 2019**

**RELEVANT DATE 05/04/2018**

**MEAN BASIC PAY BY GENDER**

Women	Men	Difference
11.4	9.5	-19%

**MEDIAN BASIC PAY BY GENDER**

Women	Men	Difference
8.8	7.8	-12%

**MEAN BONUS BY GENDER**

Women	Men	Difference
1750.0	4276.8	59%

**MEDIAN BONUS PAY BY GENDER**

Women	Men	Difference
1750.0	3503.5	50%

**GENDER PAY PROPORTION BONUS**

Women	Men
6.67%	1.72%

**PERCENTAGE BONUS BY GENDER**

Women	Men
33%	67%

**PERCENTAGE PAY QUARTILES**

	Q1	Q2	Q3	Q4
Women	21.21%	13.64%	4.62%	6.06%
Men	78.79%	86.36%	95.38%	93.94%

Person responsible in organisation: **Chris Gallacher - GROUP DIRECTOR**

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