

# Gender Pay Gap Data 20/21



## Difference in hourly pay

- Women's mean hourly pay is 17.2% lower than men's
- Women's median hourly pay is 11.3% lower than men's
- Proportion of women in each pay hourly pay quartile

Quartile	%
Upper	18.2
Upper Middle	37.8
Lower Middle	34.1
Lower	56.8

- No bonuses were paid in 20/21

**This years results are significantly skewed with 40% of the workforce being furloughed on the snapshot date with 234 full pay relevant employees of the total of 387**

