



gender pay gap 2023

Please see below the UK Gender Pay Gap results (snapshot date- 5th April 2023).

PERCENTAGE OF MEN & WOMEN IN EACH HOURLY PAY QUARTILE

	male	female
upper hourly pay quarter	56%	44%
upper middle hourly pay quarter	34%	66%
lower middle hourly pay quarter	43%	57%
lower hourly pay quarter	30%	70%

- Mean gender pay gap using hourly pay: 22%
- Median gender pay gap using hourly pay: 3.5%
- Mean gender pay gap using bonus pay: 70%
- Median gender pay gap using bonus pay: 0.4%
- Percentage of men who received bonus pay: 85%
- Percentage of women who received bonus pay: 90%

We can confirm that the information that has been provided is accurate. - Victoria Scrase (Head of People Experience)