

# Our gender pay summary

Our median  
(the middle) pay gap is

**0.00%**

UK National average  
figure of 18.4%\*

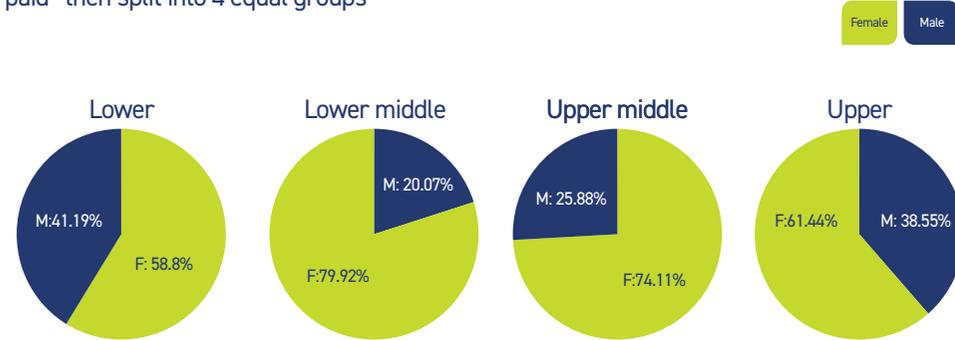
Our mean (the average)  
hourly pay gap is

**11.96%**

which is better than the  
UK National average  
figure of 17.4%\*

## Pay quartiles - the % split of female and male team members in each quartile

Each quartile is calculated by lining up all our team members from lowest to highest paid\* then split into 4 equal groups



\*From the Annual Survey of Hours and Earnings, Office for National Statistics (ONS)

## Bonus



7.67% of men recieved a bonus in 2017



6.09% of women recieved a bonus in 2017

Our median bonus gap (the middle)

**25.34%**

Our mean bonus gap (the average)

**2.49%**

## Actions

- Flexible working
- Develop T&D strategy
- Refresh recruitment materials
- Mentoring programme