



2019/20 Reporting year

Percentage of men and women in each hourly pay quarter

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	Men	Women
Upper hourly pay quarter	38 %	62 %
Upper middle hourly pay quarter	39 %	61 %
Lower middle hourly pay quarter	20 %	80 %
Lower hourly pay quarter	18 %	82 %

Mean and median gender pay gap using hourly pay

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Mean gender pay gap using hourly pay	23 %
Median gender pay gap using hourly pay	35 %

2020/21 Reporting year

Percentage of men and women in each hourly pay quarter

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	Men	Women
Upper hourly pay quarter	36.0 %	64.0 %
Upper middle hourly pay quarter	38.0 %	62.0 %
Lower middle hourly pay quarter	20.0 %	80.0 %
Lower hourly pay quarter	25.0 %	75.0 %

Mean and median gender pay gap using hourly pay

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Mean gender pay gap using hourly pay	15.0 %
Median gender pay gap using hourly pay	21.0 %