



2020/21 Reporting Year

Percentage of men and women in each hourly pay quarter

[Edit](#)

| | 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

[Edit](#)

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

2021/22 Reporting Year

Percentage of men and women in each hourly pay quarter

[Edit](#)

| | 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

[Edit](#)

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