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**GENDER PAY GAP REPORT**  
**Data capture 31 March 2018**

	<b>Gender Pay Gap</b>
Mean hourly rate	23.4%
Median hourly rate	33.7%

	<b>Male</b>	<b>Female</b>
Upper quartile	37.6%	62.4%
Upper middle quartile	27.5%	72.5%
Lower middle quartile	17.9%	82.1%
Lower quartile	14.6%	85.4%

Only women received bonuses.

Who received bonus pay:

0.1% of women.

No men received a bonus.