

Ordinary pay

Median pay gap 37%

Mean pay gap 29%

Median ordinary pay was 37% lower for women.
The mean was 29% lower for women.

Bonus received

Women 89%

Men 92%

% of staff who received a bonus

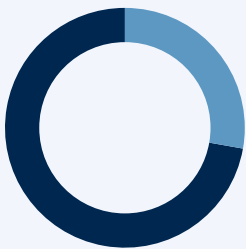
Bonus pay

Median pay gap 59%

Mean pay gap 82%

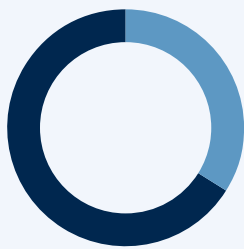
Median bonus pay was 59% lower for women.
The mean was 82% lower for women.

Pay quarters (ordinary pay)



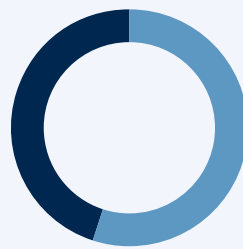
Upper Quarter

Women 28%
Men 72%



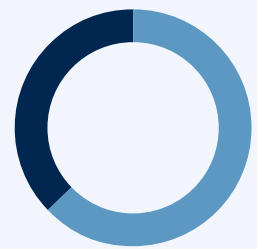
Upper Middle Quarter

Women 34%
Men 66%



Lower Middle Quarter

Women 55%
Men 45%



Lower Quarter

Women 63%
Men 37%

Declaration

I confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Kim Jenson
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