



GENDER PAY GAP SUMMARY (Year to 5th April 2017)

Hourly Summary

Mean Gender Pay Gap (hourly rate)	1.67%
Median Gender Pay Gap (hourly rate)	0.00%

Bonus Summary

Mean Gender Pay Gap (Bonus Pay)	-5.10%
Median Gender Pay Gap (Bonus Pay)	-374.40%
Proportion of Males receiving a bonus	28.00%
Proportion of Females receiving a bonus	30.19%

Quartile Summary

Lower Quartile	Male	87.23%	Female	12.77%
Lower Middle Quartile	Male	85.26%	Female	14.74%
Upper Middle Quartile	Male	84.21%	Female	15.79%
Upper Quartile	Male	87.23%	Female	12.77%