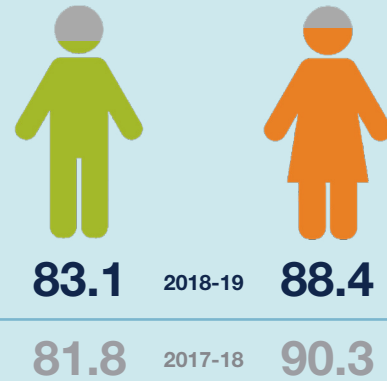


Gender pay gap report 2019



Our gender pay gap percentage

	2018-19	2017-18
Mean pay gap	15.8	15.2
Median pay gap	17.0	9.4
Mean bonus gap	66.0	38.8
Median bonus gap	0.0	0.0

Percentage receiving a bonus payment



Quartile pay band percentage

	2018-19	2017-18		2018-19	2017-18
	47.8	46.7	Upper	52.2	53.3
	36.6	32.3	Upper Middle	63.4	67.7
	21.7	29.3	Lower Middle	78.3	70.7
	41.3	38.0	Lower	58.7	62.0
					

[Click here for our 2018 gender pay gap report](#)