

Hourly pay gap

About median and mean

Women earn £1.09p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 8.7% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 4.4% lower than men's.

The percentage of women in each quarter

About pay quarters

Women occupy 19.3% of the highest paid jobs and 16.9% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)	Women 19.3%	Men 80.7%
Upper middle hourly pay quarter	Women 38.6%	Men 61.4%
Lower middle hourly	Women 27.7%	Men 72.3%
Lower hourly pay quarter (lowest paid)	Women 16.9%	Men 83.1%



Bonus Gap

Women earn £1.60 for every £1 than men earn when comparing median bonus pay. Their median bonus pay is 60.32% higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 36.92% lower than men's.

Who received bonus pay

65.2% of women
65.1% of men