

<p><b>Our mean and median gender pay gap</b></p> <p><b>30.81%</b> Mean gender pay gap using hourly pay</p> <p><b>39.19%</b> Median gender pay gap using hourly pay</p>	<p><b>Percentage of men and women who received bonus pay</b></p> <p><b>24.48%</b> Men</p> <p><b>21.09%</b> Women</p>															
<p><b>Percentage of men and women in each hourly pay quarter</b></p> <table border="1" data-bbox="113 528 831 730"> <thead> <tr> <th>Quartile</th> <th>Female %</th> <th>Male %</th> </tr> </thead> <tbody> <tr> <td>Upper Pay Quarter</td> <td>26%</td> <td>74%</td> </tr> <tr> <td>Upper Middle Pay Quarter</td> <td>29%</td> <td>71%</td> </tr> <tr> <td>Lower Middle Pay Quarter</td> <td>53%</td> <td>47%</td> </tr> <tr> <td>Lower Pay Quarter</td> <td>71%</td> <td>29%</td> </tr> </tbody> </table>	Quartile	Female %	Male %	Upper Pay Quarter	26%	74%	Upper Middle Pay Quarter	29%	71%	Lower Middle Pay Quarter	53%	47%	Lower Pay Quarter	71%	29%	<p><b>Mean and median gender pay gap using bonus pay</b></p> <p><b>48.57%</b> Mean gender pay gap using bonus pay</p> <p><b>57.15%</b> Median gender pay gap using bonus pay</p>
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We are not publishing a full commentary for 2021 as many of our colleagues were on furlough due to the Covid-19 pandemic.

