

Difference in hourly rate

Women's mean hourly rate is **23.3% lower** than men's

In other words when comparing mean hourly rates, **women earn 77p** for every **£1** that men earn.

Women's median hourly rate is **27.6% lower** than men's

In other words when comparing median hourly rates, **women earn 72p** for every **£1** that men earn.

Proportion of women in each pay quartile

Top quartile (highest paid) – **12.8%** women

Upper middle quartile – **18.3%** women

Lower middle quartile – **35.8%** women

Lower quartile (lowest paid) – **39.8%** women

Who received bonus pay

10.6% of women

14% of men

Difference in bonus pay

Women's mean bonus pay is **37.2% higher** than men's

Women's median bonus pay is **170.3% higher** than men's