

Difference in hourly rate

Women's mean hourly rate is **28.4% lower** than men's

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

Women's median hourly rate is **26.7% lower** than men's

In other words when comparing median hourly rates, **women earn 73p** for every **£1** that men earn.

Proportion of women in each pay quartile

Top quartile (highest paid) – **7.4%** women

Upper middle quartile – **18.5%** women

Lower middle quartile – **38.9%** women

Lower quartile (lowest paid) – **32.4%** women

Who received bonus pay

37.1% of women

44.6% of men

Difference in bonus pay

Women's mean bonus pay is **37% lower** than men's

Women's median bonus pay is **0.8% higher** than men's