

31/03/2025

All	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	9.4%	19.2%

**Proportion of male and female employees according to quartile pay bands**

All	Quartile 1. Lower	Quartile 2. Lower Middle	Quartile 3. Upper Middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	16.9%	15.9%	26.1%	31.5%
Female (% females to all employees in each quartile)	83.1%	84.1%	73.9%	68.5%
Total	100.0%	100.0%	100.0%	100.0%