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Gender Pay Gap Report 2017

Our mean gender pay gap is	18.8%
Our median gender pay gap is	1.1%
Our mean bonus gender pay gap is	73.2%
Our median bonus gender pay gap is	59.8%

Proportion Receiving a Bonus Payment

Women	Men
36.6%	33.9%

Proportion in Each Pay Quartile

	Women	Men
Lower	88.4%	11.6%
Lower Middle	93.8%	6.2%
Upper Middle	78.6%	21.4%
Upper	90.2%	9.8%

I confirm that the data reported fully meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Robert N Edmonds
Group Finance Director