

Officers & Staff

Gender Pay Gap



9.1%

Mean gender pay gap

In favour of male staff & officers.



8.9%

Mean gender bonus gap

In favour of male staff & officers.



18.7%

Median gender pay gap

In favour of male staff & officers.



8.4%

Male employees received a bonus



15.2%

Median gender bonus gap

In favour of male staff & officers.



6.5%

Female employees received a bonus

QUARTILE

MALE

FEMALE

UPPER

58.8 %

41.2 %

UPPER MIDDLE

55.7 %

44.3 %

LOWER MIDDLE

45 %

55 %

LOWER

45.6 %

54.4 %



Figures based on data taken on 31 March 2021.

Officers

Gender Pay Gap



4.2%

Mean gender pay gap

In favour of male officers.



4.1%

Mean gender bonus gap

In favour of male officers.



0.4%

Median gender pay gap

In favour of male officers.



7.5%

Male employees received a bonus



0.1%

Median gender bonus gap

In favour of male officers.



4.3%

Female employees received a bonus

QUARTILE

MALE

FEMALE

UPPER

71 %

29 %

UPPER MIDDLE

69.6 %

30.4 %

LOWER MIDDLE

57.9 %

42.1 %

LOWER

58.4 %

41.6 %



Figures based on data taken on 31 March 2021.

Staff

Gender Pay Gap



5.6%

Mean gender pay gap

In favour of male staff.



4.9%

Mean gender bonus gap

In favour of male staff.



5.7%

Median gender pay gap

In favour of male staff.



9.6%

Male employees received a bonus



5.7%

Median gender bonus gap

In favour of male staff.



8.8%

Female employees received a bonus

QUARTILE

MALE

FEMALE

UPPER

46.5 %

53.5 %

UPPER MIDDLE

41.6 %

58.4 %

LOWER MIDDLE

31.9 %

68.1 %

LOWER

32.6 %

67.4 %



Figures based on data taken on 31 March 2021.

Officers & Staff

Gender Pay Gap



8%

Mean gender pay gap

In favour of male staff & officers.



-1.1%

Mean gender bonus gap

In favour of male staff & officers.



15.3%

Median gender pay gap

In favour of male staff & officers.



4.5%

Male employees received a bonus



0%

Median gender bonus gap

No gap.



0.4%

Female employees received a bonus

QUARTILE

MALE

FEMALE

UPPER

68.9 %

31.1 %

UPPER MIDDLE

57.6 %

42.4 %

LOWER MIDDLE

43.9 %

56.1 %

LOWER

46.3 %

53.7 %



Figures based on data taken on 31 March 2021.

Officers

Gender Pay Gap



2.5%

Mean gender pay gap

In favour of male officers.



-1.1%

Mean gender bonus gap

In favour of male officers.



0%

Median gender pay gap

No gap.



7.2%

Male employees received a bonus



0%

Median gender bonus gap

No gap.



0.9%

Female employees received a bonus

QUARTILE

MALE

FEMALE

UPPER

75.7 %

24.3 %

UPPER MIDDLE

0 %

0 %

LOWER MIDDLE

61.8 %

38.2 %

LOWER

62.9 %

37.1 %



Figures based on data taken on 31 March 2021.

Staff

Gender Pay Gap



6.6%

Mean gender pay gap

In favour of male staff.



0%

Mean gender bonus gap

No gap.



4.6%

Median gender pay gap

In favour of male staff.



0%

Male employees received a bonus



0%

Median gender bonus gap

No gap.



0%

Female employees received a bonus

QUARTILE

MALE

FEMALE

UPPER

48.3 %

51.7 %

UPPER MIDDLE

40.1 %

59.9 %

LOWER MIDDLE

41.6 %

58.4 %

LOWER

32.8 %

67.2 %



Figures based on data taken on 31 March 2021.