



Gender pay gap

Snapshot date: 31 March 2017

		%
1. Mean gender pay gap - Ordinary pay		-6.9
2. Median gender pay gap - Ordinary pay		-7.4
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March 2017		19.4
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March 2017		8.9
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March:	Male	92.3
	Female	89.8
6. Proportion of male and female employees in each quartile.		
Quartile	Female %	Male %
First (lower) quartile	52	48
Second quartile	52	48
Third quartile	54.7	45.3
Fourth (upper) quartile	54.7	45.3

An error was identified in the figures prepared by an external firm in the 2017 mean pay gap calculation, largely related to miscalculations regarding part-time workers. We are sorry for this error and have published corrected figures. The correct data is available on our [2017 gender pay gap page](#).