

Gender Pay Gap 2021-22 Reporting Year

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	47%	53%
Upper middle hourly pay quarter	37%	63%
Lower middle hourly pay quarter	37%	63%
Lower hourly pay quarter	2%	98%
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Mean gender pay gap using hourly pay		25.4%
Median gender pay gap using hourly pay		34.7%