



Gender Pay Gap Reporting BRADFORD 2017 Summary

Mean Gender Pay Gap based on hourly rate 3.60%

Median Gender Pay Gap based on hourly rate 3.30%

Mean Bonus Gender Pay Gap -66.60%

(This is skewed due to inclusion of Stock Options which are only awarded to a handful of employees)

Median Bonus Gender Pay Gap -5.00%

	Males	Females
Proportion of Males and Females receiving a bonus payment	96.80%	88.90%

Skewed as we have relatively few females in comparison with males (3 out of 27 females were not eligible for a bonus payment. 10 out of 316 males were not eligible)

The proportion of Males and Females in each quartile payband	Male %	Female %
Upper Quartile	96.4	3.6
Middle Quartile	89.3	10.7
Lower Middle Quartile	91.7	8.3
Lower Quartile	92.9	7.1