

Gender and Ethnicity Pay Gaps 2021

Gender Pay Gap

the difference between women's pay and men's pay as a percentage of men's pay

Mean Hourly rate  10.1% (increased by 1%)

Median Hourly rate  11.8% (increased by 1%)

Ethnicity Pay Gap

the difference between Ethnicity and white employees pay as a percentage of white employees' pay

Mean Hourly rate  12.9% (reduced by 4%)

Median Hourly rate  11.8% (reduced by 5%)

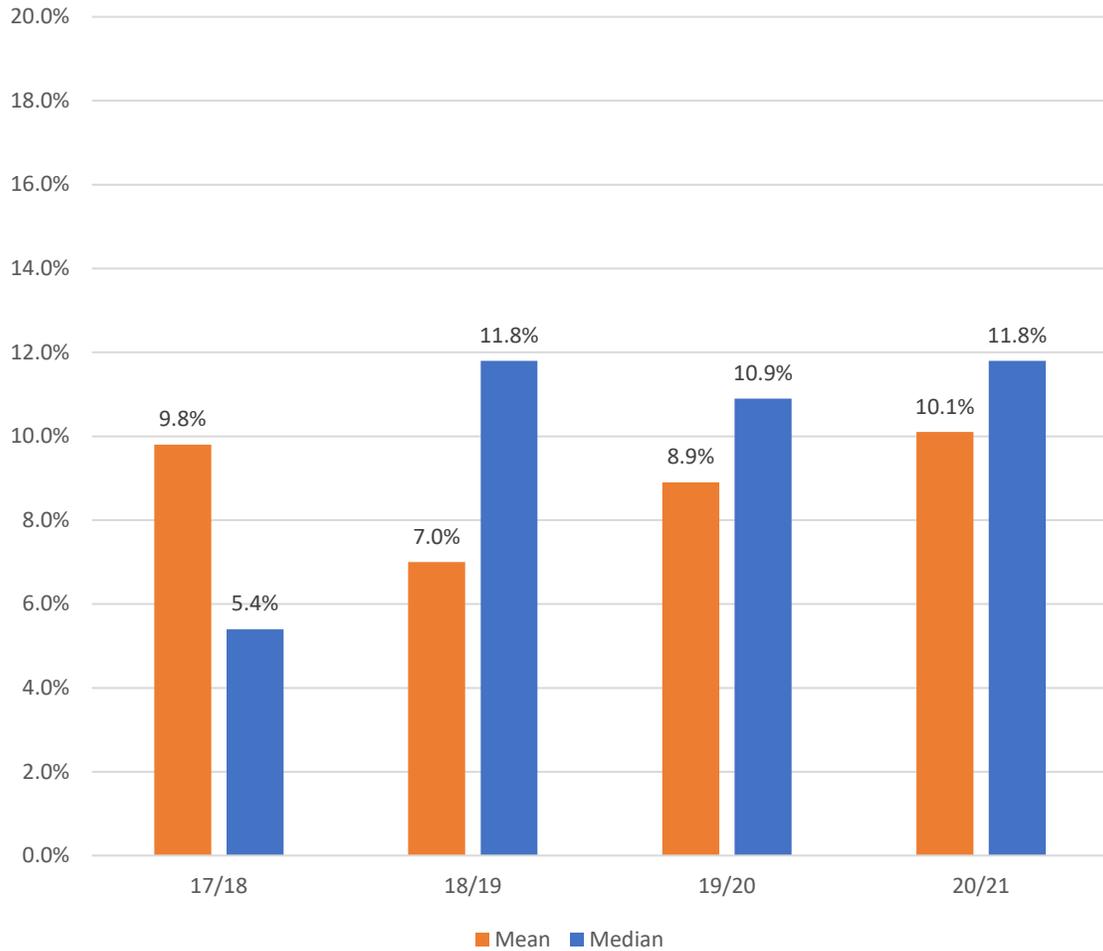
	Gender pay gap women's pay as a % of men's pay	Women hourly rate	Men hourly rate	Difference (£)
Mean	89.9%	£22.24	£24.75	£2.51
Median	88.2%	£20.46	£23.21	£2.75

	Ethnicity pay gap Ethnicity pay as a % of white employees' pay	Ethnicity employees hourly rate	White employees hourly rate	Difference (£)
Mean	87.1%	£21.73	£24.95	£3.22
Median	88.2%	£20.46	£23.21	£2.75



Pay Gaps – YoY Movement

Gender Pay Gap



Ethnicity Pay Gap

