



## Gender Pay Gap Reporting BRADFORD 2018 Summary

Mean Gender Pay Gap based on hourly rate	-0.8%		
Median Gender Pay Gap based on hourly rate	0.3%		
Mean Bonus Gender Pay Gap	-53.6%		
(This is skewed due to inclusion of Stock Options which are only awarded to a handful of employees)			
Median Bonus Gender Pay Gap	-6.1%		
		Males	Females
Proportion of Males and Females receiving a bonus payment	89.86%	87.88%	
		Male %	Female %
The proportion of Males and Females in each quartile payband			
Upper Quartile	91.58	8.42	
Middle Quartile	91.49	8.51	
Lower Middle Quartile	90.53	9.47	
Lower Quartile	92.5	7.45	