

Gender Pay Gap Report

April 2018

GENDER PAY GAP REPORT

5 April 2017	Percentage
Difference in mean hourly rate of pay	26%
Difference in median hourly rate of pay	19%
Difference in mean bonus pay	58%
Difference in median bonus pay	16%
Percentage of employees who received bonus pay	Women 80% Men 86%
Proportion of men and women in each of four pay band ("quartiles") from lowest to highest paid	See Below

Gender	Low			High
	Q1 (0.000-9.713)	Q2 (9.714-13.089)	Q3 (13.090-19.999)	Q4 (20.000-128.205)
Woman	32 - (50.79%)	39 - (61.90%)	34 - (53.97%)	18 - (28.57%)
Men	31 - (49.21%)	24 - (38.10%)	29 - (46.03%)	45 - (71.43%)

Alliance Trust Savings confirms that our data is accurate.



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