



Gender Pay Gap Reporting BRADFORD 2020 Summary

Mean Gender Pay Gap based on hourly rate	0.1%		
Median Gender Pay Gap based on hourly rate	-6.3%		
Mean Bonus Gender Pay Gap	-10.3%		
(This is skewed due to inclusion of Stock Options which are only awarded to a handful of employees)			
Median Bonus Gender Pay Gap	-14.7%		
		Males	Females
Proportion of Males and Females receiving a bonus payment	97.62%	88.24%	
		Male %	Female %
The proportion of Males and Females in each quartile payband			
Upper Quartile	90.22	9.78	
Middle Quartile	89.25	10.75	
Lower Middle Quartile	93.55	6.45	
Lower Quartile	90.22	9.78	