

Our previous gender pay gap reports

The gender pay gap shows the difference between the mean and median earnings of males and females. This is expressed as a percentage of the males' earnings.

Gender pay gap in hourly pay	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Mean gender pay gap	28.6%	25.5%	31.5%	31.4%	28.4%
Median gender pay gap	27.8%	25.1%	27.2%	29.1%	28.4%

Gender pay gap in hourly pay - pay quartiles	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Percentage of males in top quartile	63.9%	62.0%	66.6%	65.7%	65.3%
Percentage of females in top quartile	36.1%	38.0%	33.4%	34.3%	34.7%

Percentage of males in upper middle quartile	48.5%	51.9%	54.2%	48.6%	46.0%
Percentage of females in upper middle quartile	51.5%	48.1%	45.8%	51.4%	54.0%

Percentage of males in lower middle quartile	36.2%	40.7%	38.5%	36.5%	37.2%
Percentage of females in lower middle quartile	63.8%	59.3%	61.5%	63.5%	62.8%

Percentage of males in lower quartile	30.4%	31.8%	32.4%	31.5%	36.5%
Percentage of females in lower quartile	69.6%	68.2%	67.6%	68.5%	63.5%

Bonus pay calculation shows the difference in the difference in the mean and median bonus pay paid to males and females. This is expressed as a percentage of the males' earnings.

Gender pay - bonus pay	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Proportion of males who received bonus payments	94.5%	93.7%	91.0%	91.2%	91.1%
Proportion of females who received bonus payments	96.8%	96.0%	90.8%	86.9%	92.0%

Mean bonus gender pay gap	48.2%	48.4%	44.1%	54.3%	52.2%
Median bonus gender pay gap	35.9%	35.2%	40.5%	45.2%	34.4%

Mean - The average value of the LV= data.

Median - The middle value of the LV= data when the data is ordered consecutively.

*For full information on gender pay and the underpinning definitions and calculations you can read them on the Government website [gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers](https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers)

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