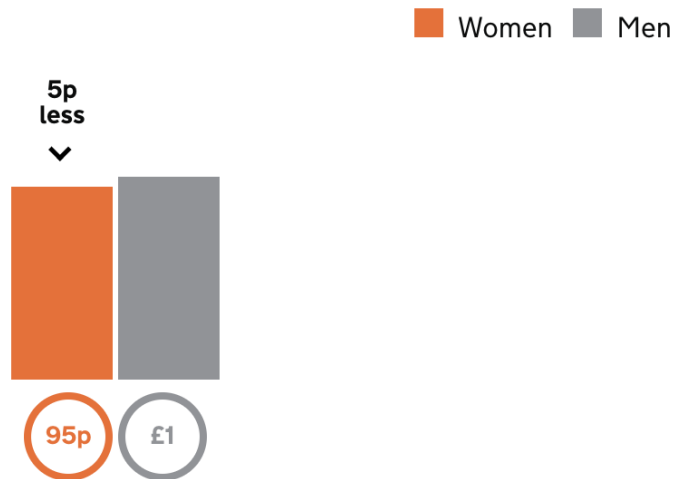


FinancialForce UK Limited Gender Pay Gap Report 2021

Hourly Pay Gap

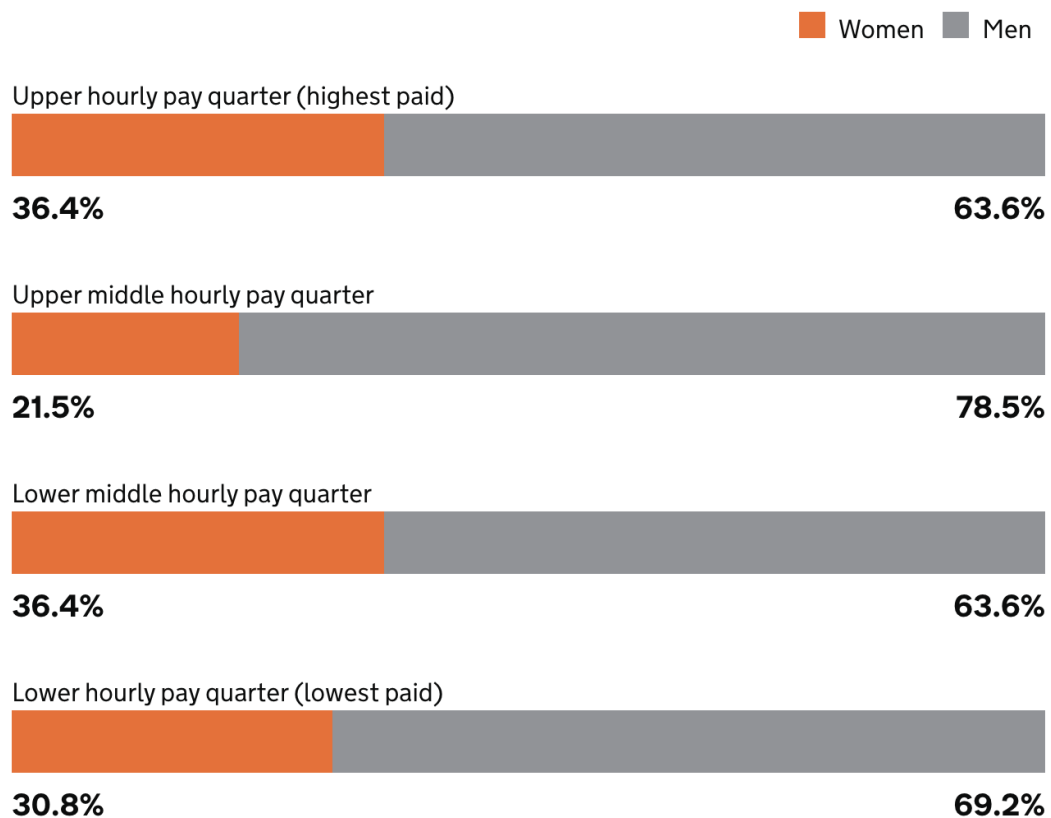
Women earn 95p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 5.4% lower than men's.

When comparing mean hourly pay, women's mean hourly pay is 2% higher than men's.



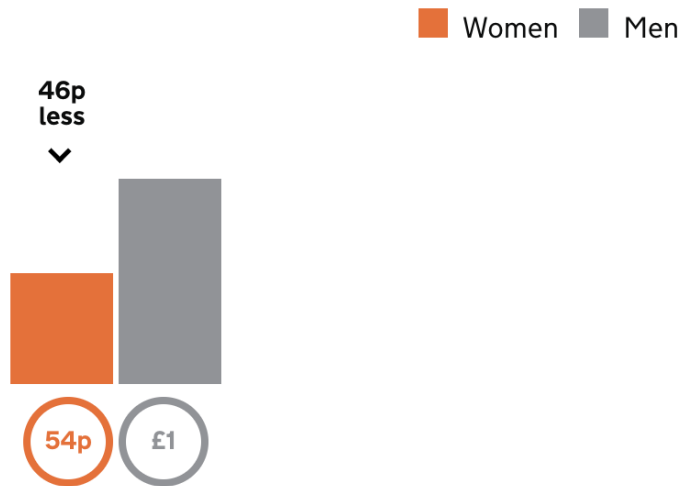
The % of women in each pay quarter

Women occupy 36.4% of the highest paid jobs and 30.8% of the lowest paid jobs.



Bonus Pay Gap

Women earn 54p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 46.3% lower than men's.



When comparing mean bonus pay, women's mean bonus pay is 37.3% lower than men's.

Who received bonus pay

58.6% of women

40.6% of men