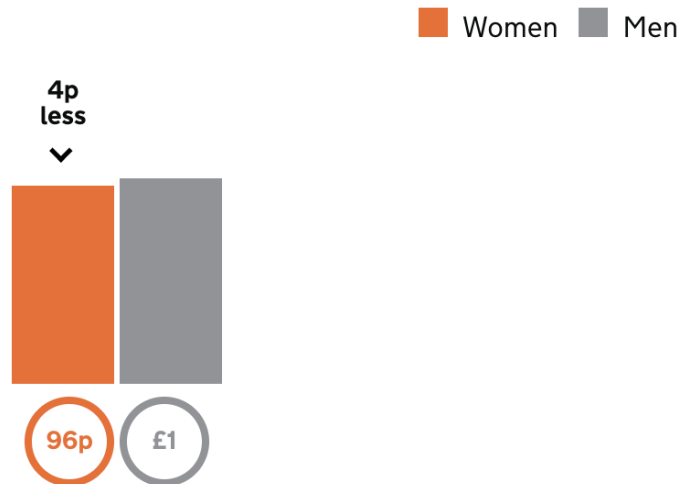


FinancialForce UK Limited Gender Pay Gap Report 2020

Hourly Pay Gap

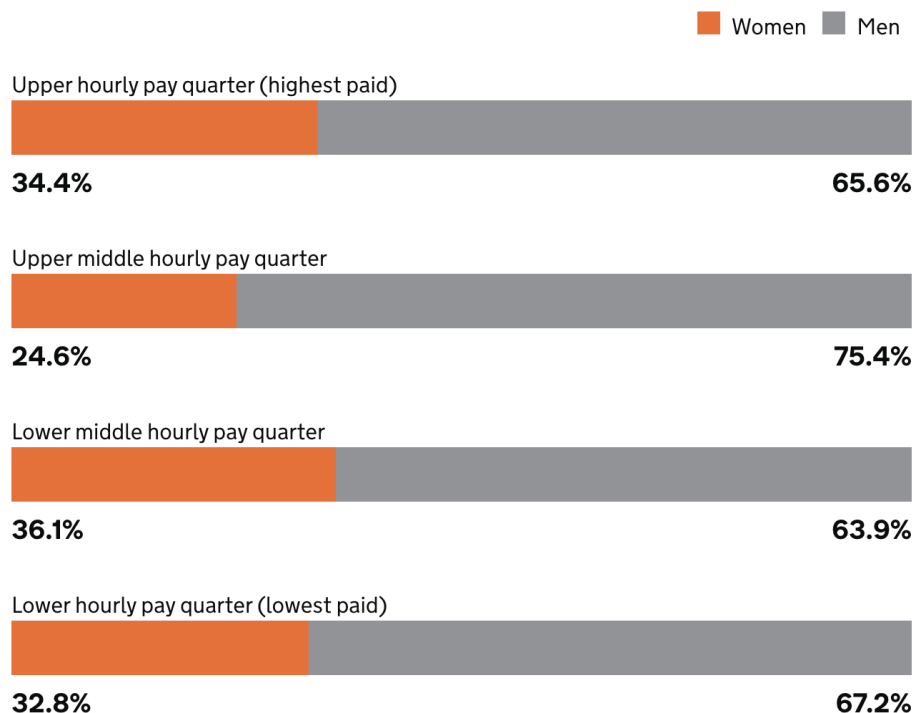
Women earn 96p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 4.3% lower than men's.

When comparing mean hourly pay, women's mean hourly pay is 3.9% higher than men's.



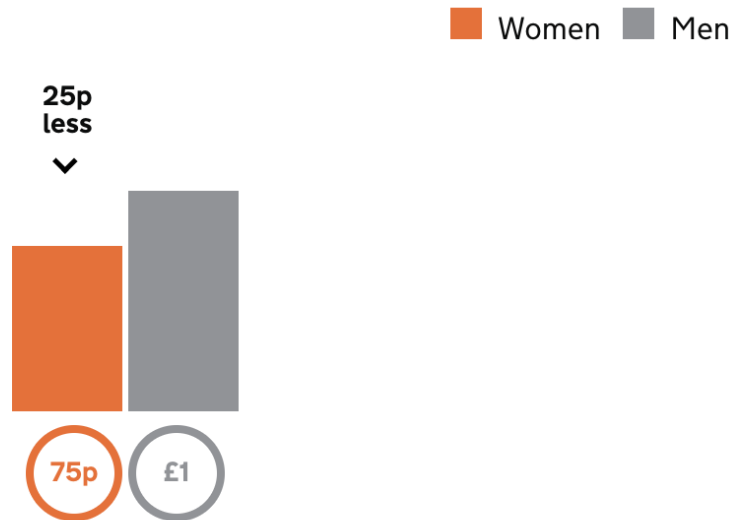
The % of women in each pay quarter

Women occupy 34.4% of the highest paid jobs and 32.8% of the lowest paid jobs.



Bonus Pay Gap

Women earn 75p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 25.2% lower than men's.



When comparing mean bonus pay, women's mean bonus pay is 15.2% lower than men's.

Who received bonus pay

48.8% of women

42.2% of men