



UK Gender Pay Gap Report 2020

- The pay data is based on a snapshot taken on 5th April 2019.
- The infographics included in this report depict the Society's Gender Pay Gap metrics.
- The median figure shows the mid point in hourly rate for males and females.
- The mean figure shows the difference in the average hourly rate.

Women's hourly rate is:

- 15.2% lower (mean)
- 19.3% lower (median)

The quartiles below show how many men and women are in each quarter of the Society, shown as a %.

	Women	Men
Lower quartile	80.7	19.3
Lower middle quartile	77.5	22.5
Upper middle quartile	74.9	25.1
Upper quartile	57.5	42.5