

Appendix 5

Analysis of Bonus Payments by Gender, Ethnicity and Disability – 31 March 2019

Gender

| Total Bonus £ | | Headcount | | Headcount % | | Average Bonus £ | |
|---------------|----------|-----------|------|-------------|--------|-----------------|-------|
| Female | Male | Female | Male | Female | Male | Female | Male |
| £498,735 | £709,571 | 327 | 383 | 46.06% | 53.94% | £1525 | £1853 |

Ethnicity

| Total Bonus Payments £ | | | Headcount | | | Headcount % | | | Average Bonus Payments £ | | |
|------------------------|--------------------|------------|-----------|--------------------|-------|-------------|--------------------|--------|--------------------------|--------------------|--------|
| BAME | Not stated / known | White | BAME | Not stated / known | White | BAME | Not stated / known | White | BAME | Not stated / known | White |
| £107,969 | £99,993 | £1,000,344 | 72 | 39 | 599 | 10.14% | 5.49% | 84.37% | £1,500 | £2,564 | £1,670 |

Disability

| Total Bonus Payments £ | | | Headcount | | | Headcount % | | | Average Bonus Payments £ | | |
|------------------------|--------------------|--------------|-----------|--------------------|-----|-------------|--------------------|--------|--------------------------|--------------------|--------|
| Disabled | Not stated / known | Not disabled | Yes | Not stated / known | No | Yes | Not stated / known | No | Yes | Not stated / known | No |
| £45,110 | £128,580 | £1,034,616 | 20 | 64 | 626 | 2.82% | 9.01% | 88.17% | £2,256 | £2,009 | £1,653 |