

Gender Pay Gap Report

As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in any organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.

I confirm that the data contained within this Report is accurate and meets the requirements of the gender pay gap reporting regulations.



Sharon Roscoe
Chief Executive

Difference in hourly rate of pay – mean: 15.99%

Difference in hourly rate of pay – median: 32.28%

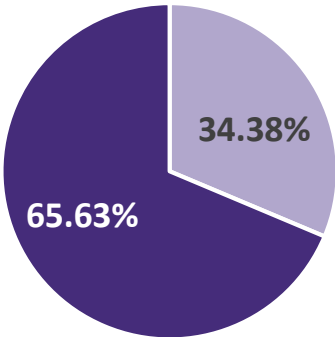
Difference in bonus pay – mean: 0%

Difference in bonus pay – median: 0%

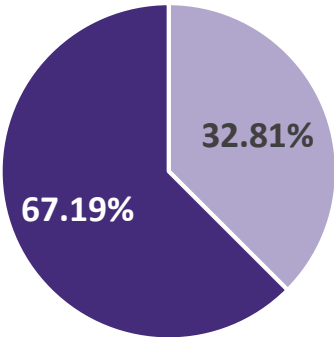
Percentage of employees who received bonus pay:
 Males who received bonus pay: 0.00%
 Females who received bonus pay: 0.00%

Employees by pay quartile:

Upper



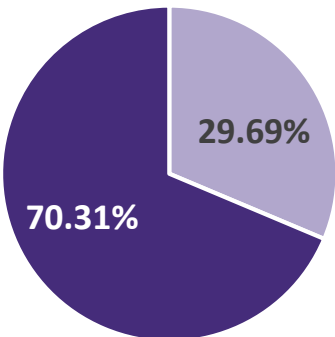
Upper middle



Female

Male

Lower Middle



Lower

