



Gender Pay Gap Hourly Pay Overview as @ 5th April					
	2020	2021	2022	2023	2024
Total Employees	263	275	293		
Male	93	101	105		
Female	170	174	188		
Male %	35%	37%	36%		
Female %	65%	63%	64%		
Upper Male %	49	47	47		
Upper Female %	51	53	53		
Upper Middle Male %	36	45	38		
Upper Middle Female %	64	55	62		
Lower Middle Male %	30	25	29		
Lower Middle Female %	70	75	71		
Lower Male %	26	30	30		
Lower Female %	74	70	70		
Mean (average) hourly rate Male	£12.70	£ 13.19	£14.29		
Mean (average) hourly rate Female	£11.86	£ 12.29	£13.43		
Mean Gender Pay Gap %	6.60%	6.80%	6%		
Median Gender Pay Gap %	23.20%	20.40%	14.60%		

Gender Pay Gap Bonus Overview as @ 5th April					
	2020	2021	2022	2023	2024
Total Employees			300		
Male			105		
Female			195		
% of men who received bonus			87.6%		
% of women who received bonus			85.6%		
Mean (average) Bonus Male			£796.36		
Mean (average) Bonus Female			£1,455.13		
Mean Gender Pay Gap %			-82.7		
Median Gender Pay Gap %			0		