

Gender Pay Gap Reporting

Relevant Pay Period

April 2021

Total Relevant Employees: 936

Mean Gender Pay Gap		
Mean Male Hourly Rate	£	22.75
Mean Female Hourly Rate:	£	23.63
Difference (£)	£	(0.88)
Difference (%)		-3.9%
Industry Average (%)		7.6%
- variance to Industry Average		-11.5%

Mean Bonus Pay Gap		
Mean Male Bonus	£	1,158.26
Mean Female Bonus:	£	611.53
Difference (£)	£	546.73
Difference (%)		47.2%
Industry Average (%)		30.9%
- variance to Industry Average		16.3%

*All male & female full pay relevant employees

Males & Females in receipt of a Bonus	
Male Bonus Participation	15.13%
Female Bonus Participation	16.75%
Difference (%)	-1.62%

*All male & female relevant employees

Total Full Pay Employees: 180

Median Gender Pay Gap		
Median Male Hourly Rate	£	14.22
Median Female Hourly Rate:	£	17.26
Difference (£)	£	(3.04)
Difference (%)		-21.4%
Industry Average (%)		1.7%
- variance to Industry Average		-23.1%

Median Bonus Pay Gap		
Median Male Median	£	367.50
Median Female Median	£	74.25
Difference (£)	£	293.25
Difference (%)		80%
Industry Average (%)		15.1%
- variance to Industry Average		65%

*All male & female relevant employees

Males & Females by Pay Quartile	
Lower Quartile	45
of which are MALE (%)	58%
of which are FEMALE (%)	42%
Lower Middle Quartile	45
of which are MALE (%)	71%
of which are FEMALE (%)	29%
Upper Middle Quartile	45
of which are MALE (%)	60%
of which are FEMALE (%)	40%
Upper Quartile	45
of which are MALE (%)	49%
of which are FEMALE (%)	51%