



This is our annual Gender Pay Gap report for date of 5 April 2024.

- Our mean Gender Pay Gap is 3%.
- Our median Gender Pay Gap is 0%.
- Our mean Gender Bonus Gap is 1.5% (in cash terms the difference on average is £10).
- Our median Gender Bonus Gap is -44%.
- The proportion of male employees receiving a bonus is 2%, and the proportion of female employees receiving a bonus is 3%.

The calculations in this report are those that we are obligated to report on by legislation. The calculations are only a snapshot in time (5 April 2024). There are 47 people not accounted for in these figures as they were not in work on 5 April 2024, as they were on leave. Seven employees were on family leave, nine on sick leave, 27 are zero hours employees that were not working on the 5 of April, and four people were on scheduled unpaid leave.

It is worth noting that we have made impactful progress in the last 12 months, with all measures of reporting showing improvements vs. last year.

Table 1: Pay quartiles by gender

Band	Males	Females	What is included in this band?
Lower Quartile	37%	63%	All employees whose hourly rate is within the lower quartile.
Lower Middle Quartile	65%	35%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median.
Upper Middle Quartile	66%	34%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile.

Band	Males	Females	What is included in this band?
Upper Quartile	50%	50%	All employees whose standard hourly rate is with in the upper quartile.

The table above shows the qualifying workforce divided into four equal-sized groups based on hourly pay rate. If we had no mean gender pay gap, there would be an equal ratio of men to women in each band.

Why do we have a gender pay gap?

We are confident that our gender pay gap is **not** because we have an equal pay issue. We know that we pay men and women the same for the same or equivalent work. We simply have more men in the qualifying data, than women, particularly in our middle management, and this creates the mean gender pay gap.

Two other things that have contributed to the mean gender pay gap. We have more women than men off on family leave 6 (women) Vs 1 (men). These are not included in the gender pay gap calculations due to them being on leave on 5 April 2023.

In addition, like most industries in the UK, our rates of sickness have risen this year. Of the nine people on sick leave on 5 April, only one of them is male. Those who are on sick leave on 5 April 2024 are not counted as working, and so are not counted in the figures.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the November 2023 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 10.7%. At 3%, our mean gender pay gap is significantly lower than the whole economy.

The median gender pay gap for the whole economy (according to the November 2023 ONS ASHE figures) is 7.7%. We have no median gender pay gap at all.

What are we doing to address our gender pay gap?

We are not happy with our mean gender pay gap even though it compares favourably with others. We are committed to reducing the gap. However, this is a complex task.

In the last five years, we have taken many steps to promote gender diversity and we are working hard to increase the number of women in the organisation.