

## Gender Pay Gap Report

The purpose of this report is to explain our Gender Pay Gap figures which have been calculated in accordance with the Equality Act regulations.

The gender pay gap shows the difference in the average pay of all of our male employees compared to all of our female employees. This is different from Equal pay which deals with the pay differences between men and women who carry out the same or similar jobs.

All of our pay structures recruitment and promotion practices are designed around the roles that people do and not their gender.

Our Gender Pay Gap		Our Bonus Gender Pay Gap	
Mean	Median	Mean	Median
<b>11.8%</b> lower	<b>1.5%</b> lower	<b>41.1%</b> lower	<b>2.7%</b> lower

### How many of our staff received a bonus

Males	Females
<b>93.0%</b>	<b>91.5%</b>

Our Pay Quartiles		
Quartile	Males	Females
Top	<b>33.1%</b>	<b>66.9%</b>
Upper middle	<b>20.7%</b>	<b>79.3%</b>
Lower middle	<b>18.9%</b>	<b>81.1%</b>
Lower	<b>26.8%</b>	<b>73.2%</b>

I confirm that the information in this report is accurate.



Chris Holden  
Director