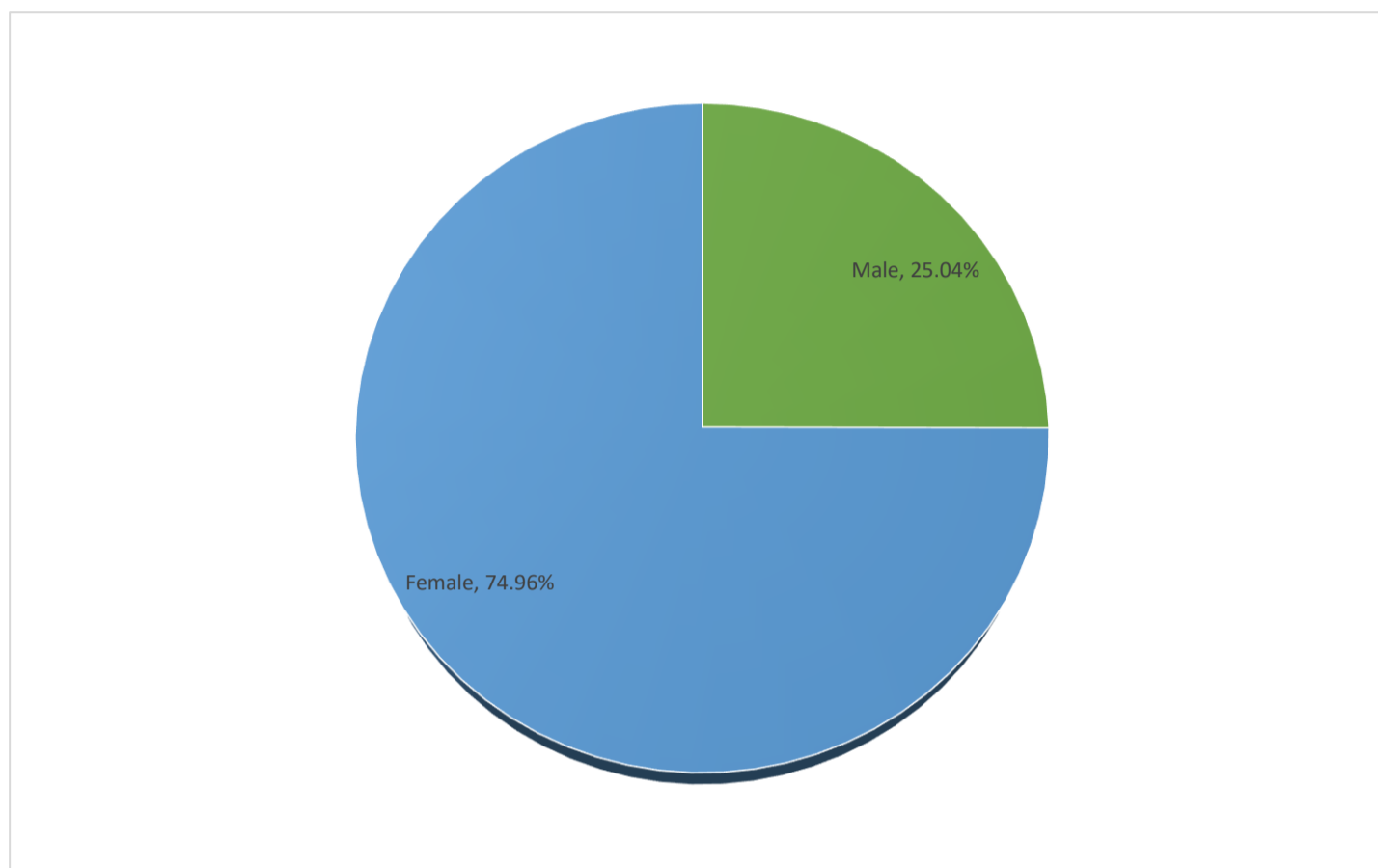


Gender Pay Gap Report

This document shows all required figures for Gender Pay Gap Reporting.

Employee Numbers

Total Number of Employees:	619
Number of Female Employees:	464
Number of Male Employees:	155



Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£18.36
Mean Male Hourly Pay	£22.22
Mean Gender Hourly Pay Gap	17.4%

Median Gender Hourly Pay Gap

Median Female Hourly Pay	£16.51
Median Male Hourly Pay	£22.88
Median Gender Hourly Pay Gap	27.9%

Mean Gender Bonus Pay Gap

Mean Female Bonus Pay	£0
Mean Male Bonus Pay	£0
Mean Gender Bonus Pay Gap	0%

Median Gender Bonus Pay Gap

Median Female Bonus Pay	£0
Median Male Bonus Pay	£0
Median Gender Bonus Pay Gap	0%

Proportion of Females and Males receiving bonuses

Proportion of Females receiving bonuses	0%
Proportion of Males receiving bonuses	0%

Proportion of Females and Males in each quartile pay band

