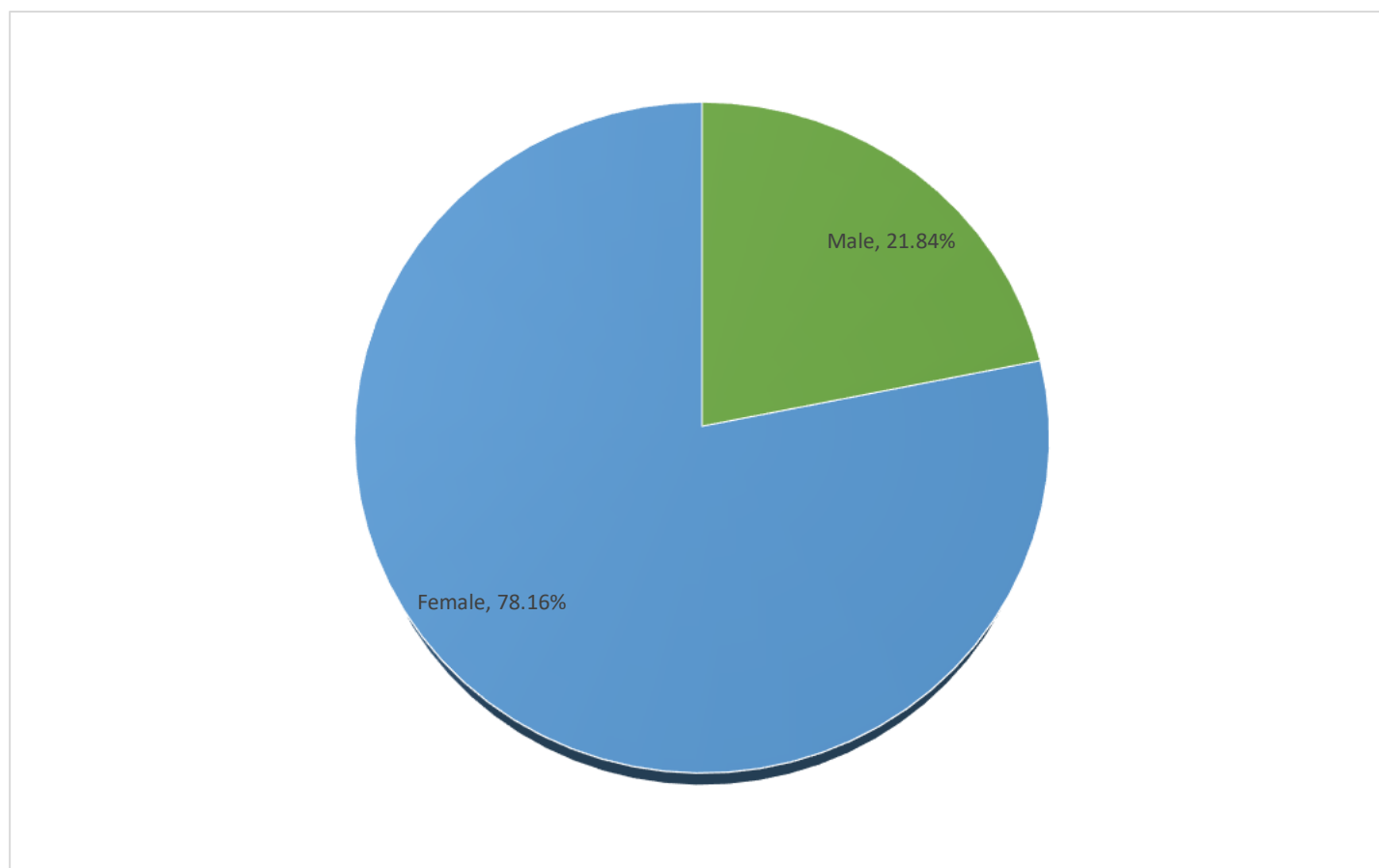


Gender Pay Gap Report

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

Employee Numbers

Total Number of Employees:	577
Number of Female Employees:	451
Number of Male Employees:	126



Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£16.17
Mean Male Hourly Pay	£21.00
Mean Gender Hourly Pay Gap	23.0%

Median Gender Hourly Pay Gap

Median Female Hourly Pay	£14.45
Median Male Hourly Pay	£20.11
Median Gender Hourly Pay Gap	28.1%

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

