



Gender Pay Gap Report

5th April 2021

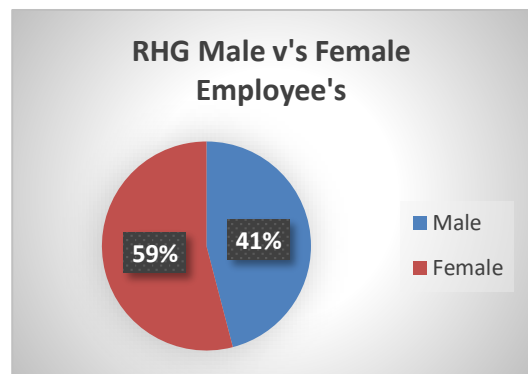
Summary

Having analysed the data as at 5th April 2021 I can report the following:

We have a total of 323 employees (excluding directors)

133 Male (41%)

190 Female (59%)



Average Hourly Pay

Our mean average hourly rate:

Male £9.83

Female £9.63

Our median average hourly rate:

Male £9.20

Female £9.20

Resulting in a Mean gender pay gap of **2.03%** and a Median pay gap of **0.00%**

Quartile Bands

Of the 80 employees in the lower quartile, 30 (38%) are male and 50 (63%) female.

Of the 81 employees in the lower middle quartile, 27 (33%) are male and 54 (67%) female.

Of the 81 employees in the upper middle quartile 38 (47%) are male and 43 (53%) Female.

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