

Gender Pay Gap Report

April 2024

Summary

Having analysed the data from April 2024

We have a total of 305 employees (excluding directors)

137 Male (45%)

168 Female (55%)

Average Hourly Pay

Our mean average hourly rate:

Male £12.52

Female: £12.62

Our median average hourly rate:

Male: £18.02

Female: £16.89

Resulting in a mean gender pay gap of 0.76% and a median pay gap of 6.24%

Quartile Bands

Of the 76 employees in the lower quartile, 25 (33%) are male and 51 (67%) female

Of the 76 employees in the lower middle quartile, 34 (45%) are male and 42 (55%) female

Of the 76 employees in the upper middle quartile, 47 (62%) are male and 29 (38%) female

Of the 77 employees in the upper quartile, 31 (40%) are male and 46 (60%) female