

Gender Pay Gap Report

27th March 2024

Summary

Having analysed the data as of 5th April 2023 I can report the following:

We have a total of 292 employees (excluding directors)

122 Male (42%)

170 Female (58%)

Average Hourly Pay

Our mean average hourly rate:

Male: £11.64

Female: £11.54

Our median average hourly rate:

Male: £18.70

Female: £18.83

Resulting in a mean gender pay gap of 0.86% and a median pay gap of 0.69%

Quartile Bands

Of the 73 employees in the lower quartile, 23 (32%) are male and 50 (68%) female

Of the 73 employees in the lower middle quartile, 26 (36%) are male and 47 (64%) female

Of the 73 employees in the upper middle quartile, 41 (56%) are male and 32 (44%) female

Of the 73 employees in the upper quartile, 32 (44%) are male and 41 (56%) female