



Gender Pay Gap Report

5th April 2022

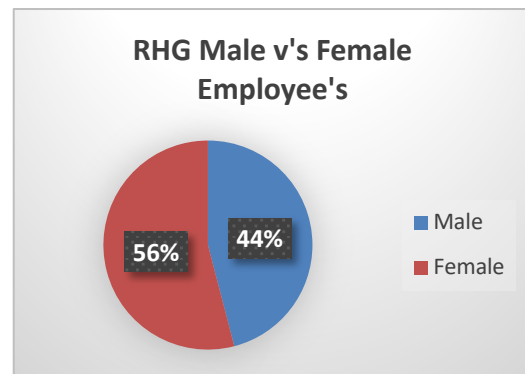
Summary

Having analysed the data as of 5th April 2022 I can report the following:

We have a total of 266 employees (excluding directors)

116 Male (44%)

150 Female (56%)



Average Hourly Pay

Our mean average hourly rate:

Male £10.93

Female £10.93

Our median average hourly rate:

Male £10.30

Female £10.30

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

Quartile Bands

Of the 67 employees in the lower quartile, 23 (34%) are male and 44 (66%) female.

Of the 66 employees in the lower middle quartile, 33 (50%) are male and 33 (50%) female.

Of the 67 employees in the upper middle quartile 34 (51%) are male and 33 (49%) Female.

Of the 66 employees in the upper quartile 26 (39%) are male and 40 (61%) female.