

GENDER PAY GAP REPORT

Reference Date 05 April 2024

Report type Annual

Total Employees	Male	Female	Total
	643	779	1422

Per Hour Pay	Male	Female	Difference
Mean	£17.46	£16.45	5.80%
Median	£14.62	£14.37	1.72%

Pay	Male	Female	Male	Female
Upper (75-100%)	151	185	45%	55%
Upper Middle (50-75%)	161	175	48%	52%
Lower Middle (25-50%)	148	189	44%	56%
Lower 0-25%)	135	201	40%	60%
	595	750		

Bonus	Male	Female	Difference
Mean	647.22	884.84	(36.71)%
Median	272.00	364.00	(33.82)%
Number Receiving Bonus	113	121	(7.08)%
Percentage Receiving Bonus	17.57%	15.53%	