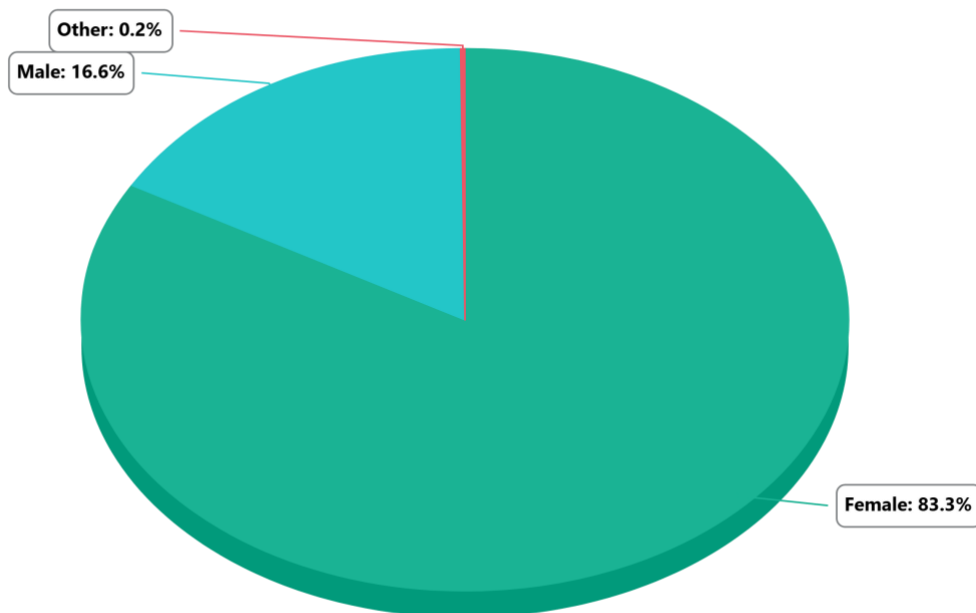


## Gender Pay Gap Report

This document shows all required figures for Gender Pay Gap Reporting.

### Employee Numbers

Total Number of Employees:	563
Number of Female Employees:	470
Number of Male Employees:	92



\*The calculations in the rest of this report only include employees with salaries

### Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£24.50
Mean Male Hourly Pay	£30.57
Mean Gender Hourly Pay Gap	19.8%

### Median Gender Hourly Pay Gap

Median Female Hourly Pay	£14.70
Median Male Hourly Pay	£28.54

Median Gender Hourly Pay Gap	48.5%
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## Mean Gender Bonus Pay Gap

Mean Female Bonus Pay	£0
Mean Male Bonus Pay	£0
Mean Gender Bonus Pay Gap	0%

## Median Gender Bonus Pay Gap

Median Female Bonus Pay	£0
Median Male Bonus Pay	£0
Median Gender Bonus Pay Gap	0%

## Proportion of Females and Males receiving bonuses

Proportion of Females receiving bonuses	0%
Proportion of Males receiving bonuses	0%

## Proportion of Females and Males in each quartile pay band

