



# **Gender Pay Gap report**

**(snapshot data – 5<sup>th</sup> April 2023)**

## Introduction

In 2018 the government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

The gender pay gap data used is based on a snapshot date of 5<sup>th</sup> April 2023.

### Difference in mean and median hourly rates of pay

|                                     | Difference in the mean hourly pay | Difference in the median hourly pay |
|-------------------------------------|-----------------------------------|-------------------------------------|
| Pay gap % difference male to female | +6.5%                             | +1.7%%                              |

### Difference in mean and median bonus pay

|                                     | Difference in the mean bonus pay | Difference in the median bonus pay |
|-------------------------------------|----------------------------------|------------------------------------|
| Pay gap % difference male to female | N/A                              | N/A                                |

### Proportion of male and female employees who were paid bonus pay

|  | Proportion receiving a bonus |
|--|------------------------------|
| Male employees (% paid a bonus compared to all male employees)     | 0.0%                         |
| Female employees (% paid a bonus compared to all female employees) | 0.0%                         |

**Proportion of male and female employees according to quartile pay bands**

|  | Lower pay quartile | Lower middle pay quartile | Upper middle pay quartile | Upper pay quartile |
|--|--------------------|---------------------------|---------------------------|--------------------|
| Male (% males to all employees in each quartile)     | 12.7%              | 13.8%                     | 16.7%                     | 15.2%              |
| Female (% females to all employees in each quartile) | 87.3%              | 86.2%                     | 83.3%                     | 84.8%              |

**Supporting statement**

**I can confirm that the information published here is accurate.**

**Name:** Martin Hughes CEO

**Date:** January 2024