



Gender Pay Gap report

(snapshot data – 5th April 2024)

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 5th April 2024.

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	10.3%	-15.5%

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)	13.4%	12.4%	17.6%	12.4%
Female (% females to all employees in each quartile)	86.6%	87.6%	82.4%	87.6%

Supporting statement

I can confirm that the information published here is accurate.

Name: Martin Hughes CEO

Date: December 2024