

Gender Pay Gap Reporting

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

In this report, we are sharing the median (midpoint) and mean (average) pay gaps between men and women's hourly ordinary pay and bonuses using the snapshot date of 5th April 2022. Under the legislation, we have to report different pieces of information relating to the pay of the included workforce population and these are:

Pay gap, mean and median

This is the difference in hourly pay of male and female included employees per 5th April snapshot date and this is expressed as a percentage of the hourly pay of male included employees. This means that a positive number indicates men earn more than women; a negative number will mean the reverse. Pay is reported as both ordinary pay and bonus pay.

Mean gender pay gap using hourly pay	23%
Median gender pay gap using hourly pay	3%

Bonus pay gap, mean and median

This refers to the bonus commission pay paid to male and female relevant employees during the 12 months prior to the snapshot date, expressed as a percentage of the bonus commission pay paid to male relevant employees.

Mean gender pay gap using bonus pay	55%
Median gender pay gap using bonus pay	4%

Bonus pay proportion

Bonus pay proportion refers to male relevant employees who received a bonus commission in the 12 months, expressed as a percentage of the male relevant employees; female relevant employees who received a bonus commission in the 12 months, expressed as a percentage of the female relevant employees.

	Men	Women
Percentage of men and women who received bonus pay	49%	54%

Quartiles

Organise workforce into evenly sized quartiles based on ranking of all included employees from highest to lowest by hourly rate of pay. Report on each quartile the number of full-pay male and females in each quartile as a percentage of the total in the quartile.

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Male	33%	40%	39%	54%
Female	67%	60%	61%	46%

Understanding the pay gap

It is important to remember that gender pay reporting is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with and the individual calculations may help to identify what those issues are.

DECLARATION

I confirm that the data reported is accurate and meets the requirements of the Regulations and methodology outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Dixon
Finance Director