

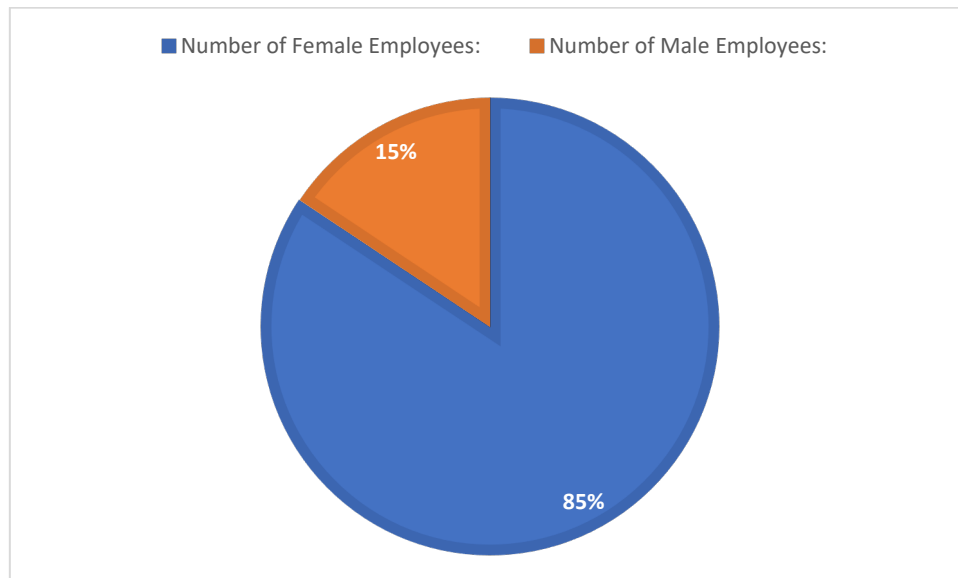


Gender Pay Gap Report

This document shows all required figures for Gender Pay Gap Reporting. The data within this report is as of the snapshot date of 31st March 2023.

Employee Numbers

Total Number of Employees:	534
Number of Female Employees:	453
Number of Male Employees:	81



Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£18.31
Mean Male Hourly Pay	£23.92
Mean Gender Hourly Pay Gap	23.45%

Median Gender Hourly Pay Gap

Median Female Hourly Pay	£11.81
Median Male Hourly Pay	£20.47
Median Gender Hourly Pay Gap	42.34%



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

