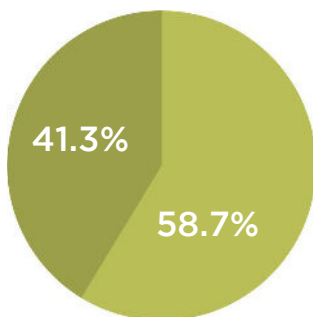


GENDER PAY GAP REPORT APRIL 2022

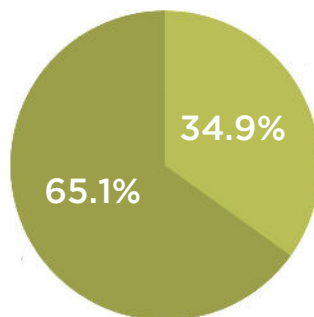
Male and female ratio <i>This is the ratio between our male and female employees in April 2022 (Male - 129 / Female - 121)</i>	Male	51.5%
	Female	48.4%
The mean gender pay gap <i>Mean is the average hourly rate of pay in each gender</i>	9.8%	
	Male	£15.91
	Female	£14.36
The median gender pay gap <i>Median is the middle hourly pay rate in each gender</i>	4.0%	
	Male	£12.50
	Female	£12.00
The mean bonus gender pay gap <i>This is the difference in the mean bonus pay paid to men and women</i>	-39.2%	
The median bonus gender pay gap <i>This is the difference in the median bonus pay paid to men and women</i>	59.0%	
Proportion of males and females receiving a bonus payment	Male	16.0%
	Female	17.0%

Quartile bands

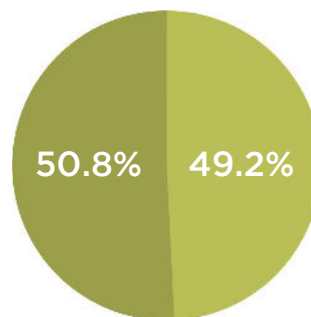
This is the percentage between male and female in each quartile bands.



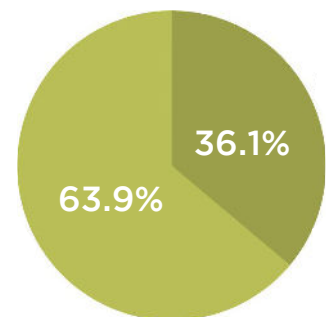
Lower
£9.80 - £11.00



Lower Middle
£11.00 - £12.00



Upper Middle
£12.02 - £15.59



Upper
> £15.60

GENDER PAY GAP REPORT APRIL 2020

Male and female ratio <i>This is the ratio between our male and female employees in April 2020 (Male - 137 / Female - 142)</i>	Male	41.9%
	Female	50.9%
The mean gender pay gap <i>Mean is the average hourly rate of pay in each gender</i>	4.0%	
	Male	£13.65
	Female	£13.10
The median gender pay gap <i>Median is the middle hourly pay rate in each gender</i>	9.7%	
	Male	£11.76
	Female	£10.62
The mean bonus gender pay gap <i>This is the difference in the mean bonus pay paid to men and women</i>	-1,073.4%	
The median bonus gender pay gap <i>This is the difference in the median bonus pay paid to men and women</i>	-122.5%	
Proportion of males and females receiving a bonus payment	Male	1.8%
	Female	6.8%

Quartile bands

This is the percentage between male and female in each quartile bands.

