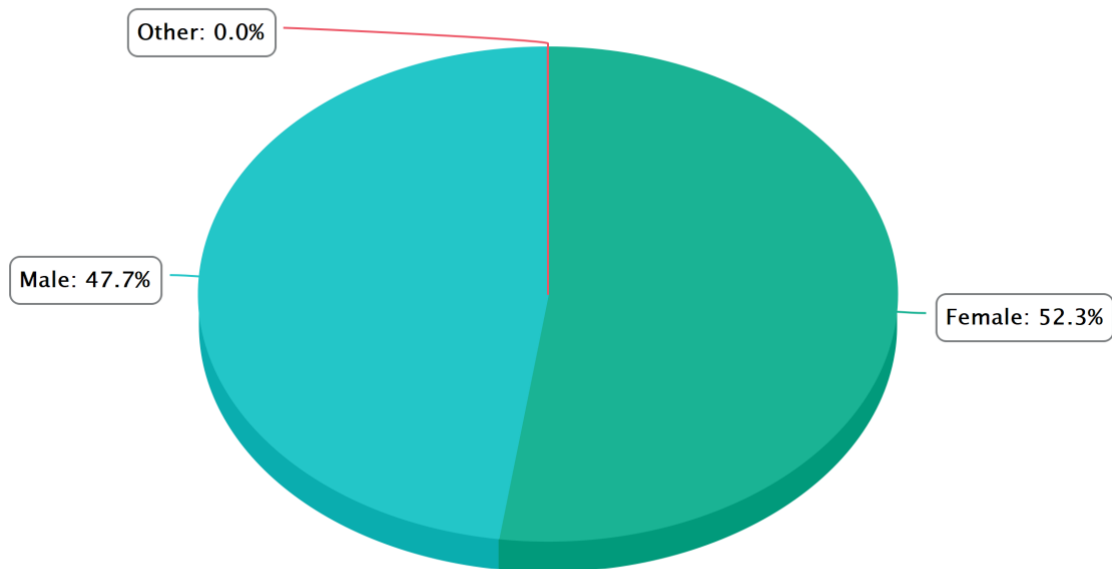


## Gender Pay Gap Report

This document shows all required figures for Gender Pay Gap Reporting.

### Employee Numbers

Total Number of Employees:	464
Number of Female Employees:	365
Number of Male Employees:	99



\*The calculations in the rest of this report only include employees with salaries

### Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£15.02
Mean Male Hourly Pay	£18.39
Mean Gender Hourly Pay Gap	18.3%

### Median Gender Hourly Pay Gap

Median Female Hourly Pay	£11.08
Median Male Hourly Pay	£18.18
Median Gender Hourly Pay Gap	39.1%

## 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

