

### Gender Pay Gap Reporting

Male Employees	No.	193
Female Employees	No.	83
Total Employees	No.	276
Male Mean Hourly Rate	£	12.54
Female Mean Hourly Rate	£	9.69
Mean Gender Pay Gap	%	22.70
Male Median Hourly Rate	£	8.94
Female Median Hourly Rate	£	8.26
Median Gender Pay Gap	%	7.61

Proportion Male Receiving Bonus	%	95.30
Proportion Female Receiving Bonus	%	94.00
Total Male Employees	No.	184
Total Female Employees	No.	78
Male Mean Bonus	£	7,334
Female Mean Bonus	£	3,122
Mean Bonus Gender Pay Gap	%	57.40
Male Median Bonus	£	1,841
Female Median Bonus	£	1,258
Median Bonus Gender Pay Gap	%	31.67

1st Quartile	M	59	85.51%
	F	10	14.49%
	Total	69	100.00%
2nd Quartile	M	31	44.93%
	F	38	55.07%
	Total	69	100.00%
3rd Quartile	M	45	65.22%
	F	24	34.78%
	Total	69	100.00%
4th Quartile	M	58	84.06%
	F	11	15.94%
	Total	69	100.00%
Total	M	193	69.93%
	F	83	30.07%
	Total	276	100.00%