

Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We can use the results to assess:

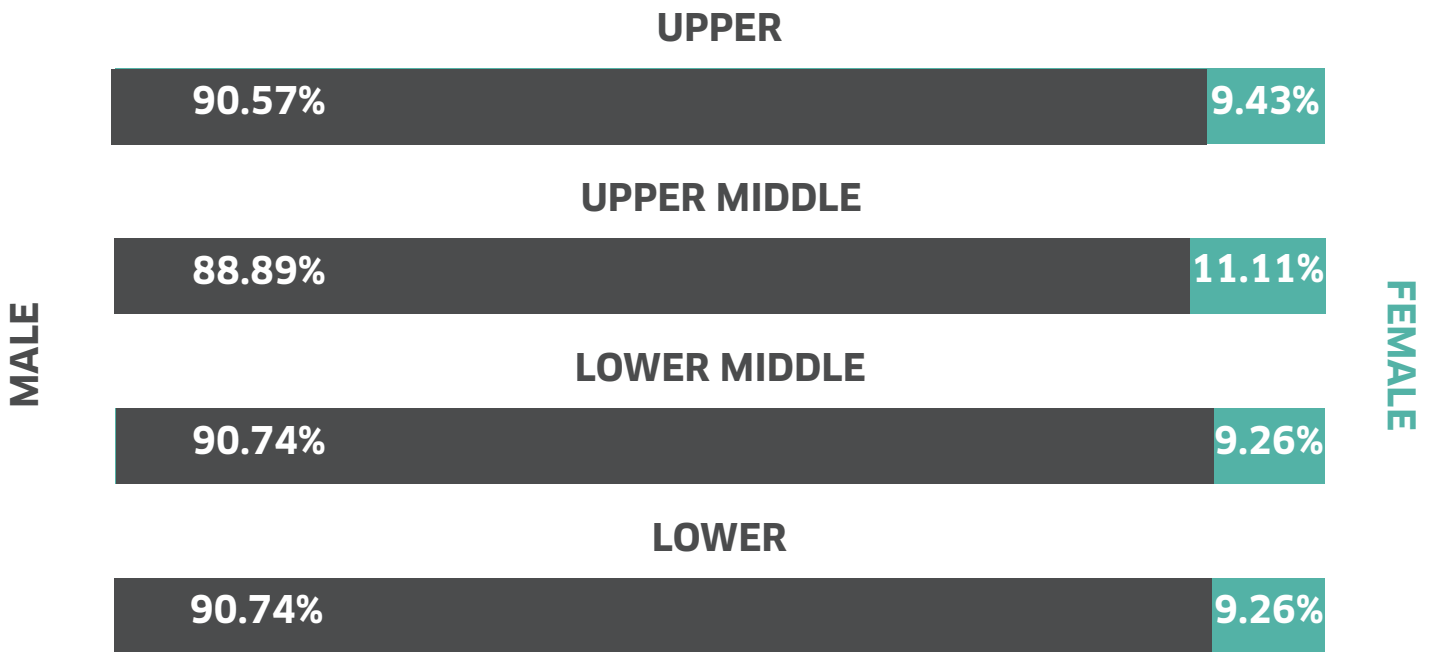
- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

Pay Gap and Bonus Difference Between Male & Female Employees

	Mean (%)	Median (%)
Hourly rate of pay	-1.41	-9.14
Bonus pay	11.84	-1.34

0 = neutral pay. Below 0 = average female pay is higher than average male pay. Above 0 = average female pay is lower than average male pay.

Proportion of Male & Female UK Employees According to Quartile Pay Bands



Proportion of Male & Female UK Employees Receiving Bonus Pay

