



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

The tables below show the overall median and mean gender pay gap, as well as the gender bonus gap, based on hourly rates of pay of those employed on the snapshot date of 31st March 2020.

Gender Pay Gap	Female	Male	Gap
Full-pay employees	241	32	-653%
Proportion	93.2%	91.6%	-1.6%
Mean pay	£15.965	£19.935	19.92%
Median pay	£12.46	£15.095	17.46%

Gender Bonus Gap	Female	Male	Gap
Bonus employees	0	0	0.0%
Proportion	0.0%	0.0%	0.0%
Mean bonus	£0.0000	£0.0000	0.0%
Median bonus	£0.0000	£0.0000	0.0%

The table below sets out the proportion of females and males in each quartile band.

Gender Pay Quartile	Female	Male	Total
Lower	83.82%	16.18%	100.0%
Lower Middle	88.24%	11.76%	100.0%
Upper Middles	91.18%	8.82%	100.0%
Upper	89.86%	10.14%	100.0%

The analysis of our gender gap figures shows that most of the gap has arisen because we have a lower proportion of men throughout our organisation except in the most senior roles.



Nick Blackburn
CEO



Stuart Crowther
Chair of the Board