

CEO: Mr Nick Blackburn NPQH

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 31<sup>st</sup> March 2019.

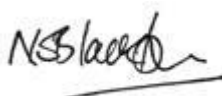
<b>Gender Pay Gap</b>	<b>Female</b>	<b>Male</b>	<b>Gap</b>
<b>Full-pay employees</b>	240	35	-585.7%
<b>Proportion</b>	92.7%	92.1%	-0.6%
<b>Mean pay</b>	£15.4510	£19.0691	19.0%
<b>Median pay</b>	£12.7694	£14.8101	13.8%

<b>Gender Bonus Gap</b>	<b>Female</b>	<b>Male</b>	<b>Gap</b>
<b>Bonus employees</b>	0	0	0.0%
<b>Proportion</b>	0.0%	0.0%	0.0%
<b>Mean bonus</b>	£0.0000	£0.0000	0.0%
<b>Median bonus</b>	£0.0000	£0.0000	0.0%

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

<b>Gender Pay Quartile</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Lower</b>	98.9%	10.1%	100.0%
<b>Lower Middle</b>	88.4%	11.6%	100.0%
<b>Upper Middles</b>	87.0%	13.0%	100.0%
<b>Upper</b>	83.8%	16.2%	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

