

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 31st March 2018.

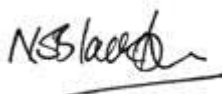
Gender Pay Gap	Female	Male	Gap
Full-pay employees	257	38	-576.3%
Proportion	91.1%	95%	4.1%
Mean pay	£14.613	£17.4705	16.4%
Median pay	£11.7353	£13.5129	13.2%

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	90.5%	9.5%	100.0%
Lower Middle	87.8%	12.2%	100.0%
Upper Middles	86.5%	13.5%	100.0%
Upper	83.6%	16.4%	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

