

### Gender Pay Gap Reporting

Male Employees	No.	200
Female Employees	No.	93
Total Employees	No.	293
Male Mean Hourly Rate	£	13.02
Female Mean Hourly Rate	£	9.95
Mean Gender Pay Gap	%	23.53
Male Median Hourly Rate	£	8.84
Female Median Hourly Rate	£	8.53
Median Gender Pay Gap	%	3.52

Proportion Male Receiving Bonus	%	95.00
Proportion Female Receiving Bonus	%	89.00
Total Male Employees	No.	189
Total Female Employees	No.	83
Male Mean Bonus	£	10,151
Female Mean Bonus	£	3,631
Mean Bonus Gender Pay Gap	%	64.23
Male Median Bonus	£	1,900
Female Median Bonus	£	1,700
Median Bonus Gender Pay Gap	%	10.53

1st Quartile	M	60	81.08%
	F	14	18.92%
	Total	74	100.00%
2nd Quartile	M	37	50.68%
	F	36	49.32%
	Total	73	100.00%
3rd Quartile	M	43	58.90%
	F	30	41.10%
	Total	73	100.00%
4th Quartile	M	60	82.19%
	F	13	17.81%
	Total	73	100.00%
Total	M	200	68.26%
	F	93	31.74%
	Total	293	100.00%