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Gender Pay Gap Reporting

Calculations :- 2022/23 Period 12 (Full Year and Period to 5th April 2023) 1 <u>Hourly pay figures</u>

(Full pay relevant employees only)

a Mean gender pay gap in hourly pay

Male relevant employees hourly pay rates total (£	5,018
Male full pay relevant employees	193
Mean hourly pay rate for men	26.0019
Female relevant employees hourly pay rates tota	2,255
Female full pay relevant employees	104
Mean hourly pay rate for women	21.6797

Mean gender pay gap for hourly pay (%)	16.6	

b Median gender pay gap in hourly pay

Median gender pay gap for hourly pay (%)

Median hourly pay for men	19.7974
Median hourly pay for women	18.5389

6.4

2 <u>Bonus pay figures</u>

(All relevant employees)

a Proportion of males and females receiving a bonus payment

Male relevant employees with bonus	188
Male relevant employees	193

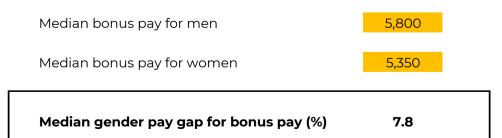
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Gender Pay Gap Reporting

Calculations :- 2022/23 Period 12 (Full Year and Period to 5th April 2023)

	Proportion of males receiving a bonus (%)	97.4
		100
	Female relevant employees with bonus Female relevant employees	100
	Proportion of females receiving a bonus (%)	96.2
b	Mean gender pay gap in bonus pay	
	Male relevant employee bonuses total (£)	2,854,842
	Male relevant employees	193
	Mean bonus pay for men	14,792
	Female relevant employee bonuses total (£)	1,052,624
	Female relevant employees	104
	Mean bonus pay for women	10,121
	Mean gender pay gap for bonus pay (%)	31.6

c Median gender pay gap in bonus pay



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Gender Pay Gap Reporting

Calculations :- 2022/23 Period 12 (Full Year and Period to 5th April 2023) 3 <u>Gender pay gap quartile figures</u>

(Full pay relevant employees only)

a Proportion of males and females in hourly pay quartiles

Relevant employees per quartile: -	Male	Female
Upper quartile	56	16
Upper middle quartile	50	26
Lower middle quartile	35	39
Lower quartile	52	23
Total relevant employees	193	104

Relevant employees per quartile (% of quartile to	Male	Female
Upper quartile	77.7%	22.2%
Upper middle quartile	65.8%	34.2%
Lower middle quartile	47.3%	52.7%
Lower quartile	69.3%	30.7%
Total relevant employees	65.0%	35.0%