

Gender Pay Gap Reporting

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

1 Hourly pay figures

(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
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b Median gender pay gap in hourly pay

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

Median gender pay gap for hourly pay (%)	6.4
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2 Bonus pay figures

(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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Proportion of males receiving a bonus (%)	97.4
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Female relevant employees with bonus 100

Female relevant employees 104

Proportion of females receiving a bonus (%)	96.2
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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
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c Median gender pay gap in bonus pay

Median bonus pay for men 5,800

Median bonus pay for women 5,350

Median gender pay gap for bonus pay (%)	7.8
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3 Gender pay gap quartile figures

(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%