

Bridging the gap

We are
serious about...

providing an environment
that is fair and inclusive and
we are committed to reducing
our gender pay gap.

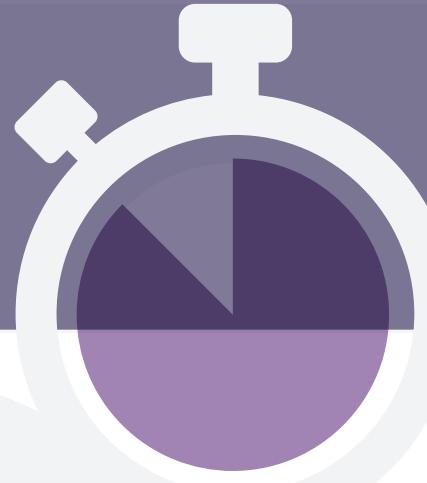
78.7%
of our colleagues
are female



21.3%
of our colleagues
are male

our average
gender pay gap is
18.46%

Hourly rates of pay



our mean
gender pay gap is
18.46%

mean
hourly rate for
female colleagues is
£14.26

median
hourly rate for
female colleagues is
£14.56

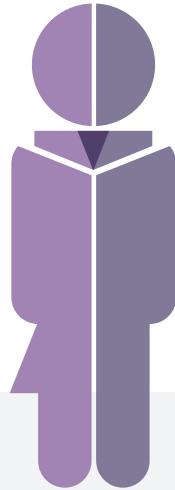
our median
gender pay gap is
7.51%



mean
hourly rate for
male colleagues is
£17.49

median
hourly rate for
male colleagues is
£15.74

Pay bands



83.05%
female colleagues

BAND A
£10.88
per hour or less

16.95%
male colleagues

86.44%
female colleagues

BAND B
£10.89 > £14.51
per hour

13.56%
male colleagues

82.54%
female colleagues

BAND C
£14.52 > £18.67
per hour

17.46%
male colleagues

63.49%
female colleagues

BAND D
£18.68
and above per hour

36.51%
male colleagues

Bonus

A **bonus** was only provided to a small number of colleagues in 2018/2019 based on individual circumstances

14.58%
females
received bonus pay



11.54%
males
received bonus pay

our mean
gender bonus gap is
-411.37%

our median
gender bonus gap is
0%

More about our data

- Pay data comes from our April 2019 payroll.
- Bonus data is based on bonus payments for the 12 months previous to 05 April 2019.
- Full pay equivalent colleagues are colleagues who are NOT on reduced pay due to sick or maternity leave.

I confirm the data reported is accurate.



Jane Pound
Assistant director – people