

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.

49.4%
of our colleagues
are female

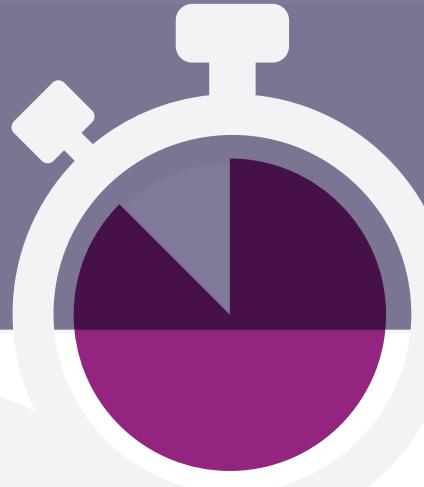


50.6%
of our colleagues
are male

our average
gender pay gap is

8.96%

Hourly rates of pay



our mean
gender pay gap is
8.96%

17.93% in 2018
20.27% in 2017

mean
hourly rate for
male colleagues is
£18.22

mean
hourly rate for
female colleagues is
£16.59
+£2.62 on last two years

median
hourly rate for
female colleagues is
£14.87
+£2.95 on
last two
years

median
hourly rate for
male colleagues is
£16.73

our median
gender pay gap is
11.12%

18.92% in 2018
25.17% in 2017



Pay bands



66.55%
female colleagues

BAND A
£10.88
per hour or less

33.45%
male colleagues

55.4%
female colleagues

BAND B
£10.89 > £14.51
per hour

44.6%
male colleagues

34.34%
female colleagues

BAND C
£14.52 > £18.67
per hour

65.66%
male colleagues

41.95%
female colleagues

BAND D
£18.68
and above per hour

58.05%
male colleagues

Bonus

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

12.13%
females
received bonus pay



5.24%
males
received bonus pay

our mean
gender bonus gap is
29.61%

our median
gender bonus gap is
59.96%

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