

## Bridging the gap

We are  
passionate  
about...

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

23.8%  
of our colleagues  
are female



76.2%  
of our colleagues  
are male

our average  
gender pay gap is  
13.91%

# Hourly rates of pay



our mean  
gender pay gap is

**13.91%**

16.61% in 2018

19.5% in 2017

mean  
hourly rate for  
female colleagues is

**£14.04**

+ £1.12 on last two years

mean  
hourly rate for  
male colleagues is

**£16.31**

median  
hourly rate for  
female colleagues is

**£11.95**

+ £0.95 on  
last two  
years

median  
hourly rate for  
male colleagues is

**£15.13**

our median

gender pay gap is

**21.02%**

21.68% in 2018

25.92% in 2017



# Pay bands



**48.21%**  
female colleagues

BAND A  
£11.66  
per hour or less

**51.79%**  
male colleagues

**24.79%**  
female colleagues

BAND B  
£11.67 > £14.76  
per hour

**75.21%**  
male colleagues

**4.42%**  
female colleagues

BAND C  
£14.77 > £18.94  
per hour

**95.58%**  
male colleagues

**17.95%**  
female colleagues

BAND D  
£18.85  
and above per hour

**82.05%**  
male colleagues

# Bonus

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

**16.51%**  
females  
received bonus pay



**3.71%**  
males  
received bonus pay

our mean  
gender bonus gap is  
**-3.48%**

our median  
gender bonus gap is  
**60.03%**

## 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