

GENDER PAY GAP REPORT

Reference Date 05 April
2020
Report type Annual

Total Employees	Male	Female	Total
	819	845	1664

Per Hour Pay	Male	Female	Difference
Mean	£14.93	£14.04	5.94%
Median	£12.68	£12.48	1.51%

Pay	Male	Female	Male	Female
Upper (75-100%)	190	188	50%	50%
Upper Middle (50-75%)	189	190	50%	50%
Lower Middle (25-50%)	196	183	52%	48%
Lower 0-25%)	163	216	43%	57%
	738	777		

Bonus	Male	Female	Difference
Mean	£813	£1,421	-74.83%
Median	£113	£171	-53.33%
Number Receiving Bonus	153	145	5.23%
Percentage Receiving Bonus	18.68%	17.16%	

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	738	777		

Bonus	Male	Female	Difference
Mean	812.95	1,421.33	(74.83)%
Median	113.00	171.00	(51.33)%
Number Receiving Bonus	153	145	5.23%
Percentage Receiving Bonus	18.68%	17.16%	