

## Gender Pay Gap Report at 5<sup>th</sup> April 2017

### MEAN:

Number of Male Employees	247
Number of Female Employees	25
Mean Male Hourly Rate	£12.79
Mean Female Hourly Rate	£13.58
GROUP MEAN Gender Pay Gap	-6.2%

### MEDIAN:

Number of Female Employees	25
Median Female Hourly Rate	£11.62
Number of Male Employees	247
Median Male Hourly Rate	£11.89
GROUP MEDIAN Gender Pay Gap	2.3%

### BONUS:

There is no MEAN Gender Bonus Gap	0.00%
There is no MEDIAN Gender Bonus Gap	0.00%
Number of Male Employees receiving Bonus	0.00%
Number of Female Employees receiving Bonus	0.00%

### Quartiles

% of Female employees in Lower Quartile	11.8%
% of Male employees in Lower Quartile	88.2%
% of Female employees in Lower Middle Quartile	10.3%
% of Male employees in Lower Middle Quartile	89.7%
% of Female employees in Upper Middle Quartile	1.5%
% of Male employees in Upper Middle Quartile	98.5%
% of Female employees in Upper Quartile	11.8%
% of Male employees in Upper Quartile	88.2%