

## Gender Pay Gap Report at 5<sup>th</sup> April 2018

### MEAN:

Number of Male Employees	336
Number of Female Employees	49
Mean Male Hourly Rate	£14.63
Mean Female Hourly Rate	£12.31
GROUP MEAN Gender Pay Gap	15.9%

### MEDIAN:

Number of Female Employees	49
Median Female Hourly Rate	£10.26
Number of Male Employees	336
Median Male Hourly Rate	£14.20
GROUP MEDIAN Gender Pay Gap	27.7%

### 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	20.8%
% of Male employees in Lower Quartile	79.2%
% of Female employees in Lower Middle Quartile	18.7%
% of Male employees in Lower Middle Quartile	81.3%
% of Female employees in Upper Middle Quartile	5.2%
% of Male employees in Upper Middle Quartile	94.8%
% of Female employees in Upper Quartile	6.3%
% of Male employees in Upper Quartile	93.7%