

## Gender Pay Gap Report at 5<sup>th</sup> April 2019

### MEAN:

Number of Male Employees	348
Number of Female Employees	63
Mean Male Hourly Rate	£12.93
Mean Female Hourly Rate	£12.13
GROUP MEAN Gender Pay Gap	6.1%

### MEDIAN:

Number of Female Employees	63
Median Female Hourly Rate	£9.62
Number of Male Employees	348
Median Male Hourly Rate	£13.20
GROUP MEDIAN Gender Pay Gap	27.2%

### 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	27.2%
% of Male employees in Lower Quartile	72.8%
% of Female employees in Lower Middle Quartile	21.4%
% of Male employees in Lower Middle Quartile	78.6%
% of Female employees in Upper Middle Quartile	2.9%
% of Male employees in Upper Middle Quartile	97.1%
% of Female employees in Upper Quartile	10.7%
% of Male employees in Upper Quartile	89.3%