

Gender Pay Gap Report at 5th April 2020

MEAN:

Number of Male Employees	337
Number of Female Employees	45
Mean Male Hourly Rate	£13.88
Mean Female Hourly Rate	£14.64
GROUP MEAN Gender Pay Gap	-4.7%

MEDIAN:

Number of Female Employees	45
Median Female Hourly Rate	£12.52
Number of Male Employees	337
Median Male Hourly Rate	£13.69
GROUP MEDIAN Gender Pay Gap	8.5%

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	18.1%
% of Male employees in Lower Quartile	81.9%
% of Female employees in Lower Middle Quartile	17.3%
% of Male employees in Lower Middle Quartile	82.7%
% of Female employees in Upper Middle Quartile	6.1%
% of Male employees in Upper Middle Quartile	93.9%
% of Female employees in Upper Quartile	13.6%
% of Male employees in Upper Quartile	86.4%