

Gender Pay Gap Report at 6th April 2021

MEAN:

Number of Male Employees	348
Number of Female Employees	57
Mean Male Hourly Rate	£14.98
Mean Female Hourly Rate	£14.29
GROUP MEAN Gender Pay Gap	4.6%

MEDIAN:

Number of Female Employees	57
Median Female Hourly Rate	£11.59
Number of Male Employees	348
Median Male Hourly Rate	£14.66
GROUP MEDIAN Gender Pay Gap	27%

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	28.1%
% of Male employees in Lower Quartile	71.9%
% of Female employees in Lower Middle Quartile	12.9%
% of Male employees in Lower Middle Quartile	87.1%
% of Female employees in Upper Middle Quartile	3.0%
% of Male employees in Upper Middle Quartile	97.0%
% of Female employees in Upper Quartile	12.9%
% of Male employees in Upper Quartile	87.1%