

Gender Pay Gap Report PAYE Y/E 2023

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

Gender Pay Gap Data – March 2023			
Difference in mean hourly rate of pay		15.73%	
Difference in median hourly rate of pay		0.0%	
Difference in mean bonus pay		0.0%	
Difference in median bonus pay		0.0%	
		Male	Female
Percentage of employees who received bonus pay		100%	100%
Employees by pay quartile		Male	Female
Upper quartile		69.0%	31.0%
Upper middle quartile		60.0%	40.0%
Lower middle quartile		56.0%	44.0%
Lower quartile		49.0%	51.0%
Number of employees within our organisation		250 to 499	

With the company's median hourly rate at 0%, confirms that for the same role, regardless of gender, all our hourly paid employees are paid the same hourly rate.

Our analysis shows that our Gender Pay gap is fairly equal across the organisation, however it shows in the upper quartile that we employ more

male employee's in the more technical roles. Over the past few years however this percentage gap has decreased due to recruitment of females in more senior roles. We will continue to assess this gap on recruitment dependent on career choice.