

Gender Pay Gap Information 2018/2019

		Mean	Median
Pay Gap	The difference between the mean and median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (see regulations 8 & 9 of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017)	8.3%	4.5%
Bonus Gap	The difference between the mean and median bonus pay paid to male relevant employees and that paid to female relevant employees (see regulations 10 & 11 of above Regulations)	-40.3%	-218.0%

		Male	Female
Employees paid bonus pay	The proportions of male and female relevant employees who were paid bonus pay (see regulation 12 of the above Regulations)	3.4%	0.5%

			Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Employees by pay quartiles	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (see regulation 13 of the above Regulations)	Male	42.8%	33.8%	34.5%	31.7%
		Female	57.2%	66.2%	65.5%	68.3%

I confirm the above information is accurate.



Chief Executive