

Gender Pay Gap reporting - 31 March 2021

The gender pay gap is the difference between the average pay of men compared to the average pay of women within an organisation, across all levels of the business. We look at both the mean (average) and median (middle) for pay gap reporting.

The mean is the difference in the average hourly pay (excluding overtime) of females compared to males; (calculated by adding all female pay rates together and dividing by the total number of females and then doing the same for males in the organisation).

The median difference is the difference in hourly pay between the middle paid male employee and middle paid female employee (the person at the mid-point if you were to line all employees up, by gender; from low to high pay).

The proportion of females to males in the organisation has changed by only 1 per cent since the last gender pay gap report, with 53 per cent females to 47 per cent males.

Pay

- Our 2021 **mean** gender pay gap is **3.3** per cent. The UK average gender pay gap in favour of men is 7.9 per cent (source Office for National Statistics).
- The **median** gender pay gap is **negative 2.3** per cent; meaning that the median rate of pay for women is greater than the median rate of the men.
- Top salary quartile has 48.3 per cent males and 51.7 per cent females
- Upper middle salary quartile has 44.5 per cent males and 55.5 per cent females
- Lower middle salary quartile has 47.4 per cent males and 52.6 per cent females
- Lower salary quartile has 47.4 per cent males and 52.6 per cent females

Bonus Payments

- Women's bonus pay is **0.7** per cent higher (**mean**) and **0** per cent lower (**median**).
- The same number of males received bonuses to females in the reporting period; the difference in the average is due to the differing gross payments (linked to the individual's personal statutory deductions) of the females who received the long service bonuses; compared to the males.

- 2.52 per cent of men and 2.23 per cent of women received some form of the following bonus pay in the relevant period:
 - Performance Bonus - fixed gross amount of £200.00 applied to all eligible employees
 - Long Service Award – fixed net amount of £200.00 applied to all eligible employees. The gross amounts can vary according to an individual's personal statutory deductions, however, the pay gap calculation based on actual fixed net amount received would be 0.0 per cent different.