

## Gender Pay Gap Reporting Statement 2020

### Introduction

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

As an employer with a workforce of more than 250 people in the UK on the 5<sup>th</sup> April 2020, we must comply with new statutory provisions regarding gender pay reporting. 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, and will do this within one calendar year of 5<sup>th</sup> April 2020 using our HR and payroll data.

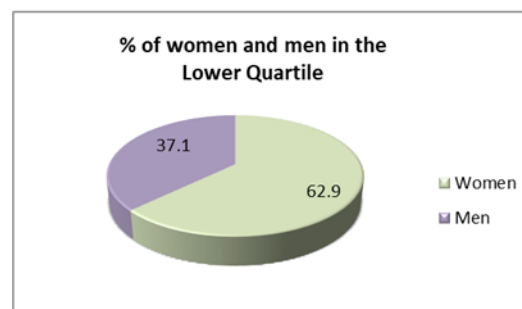
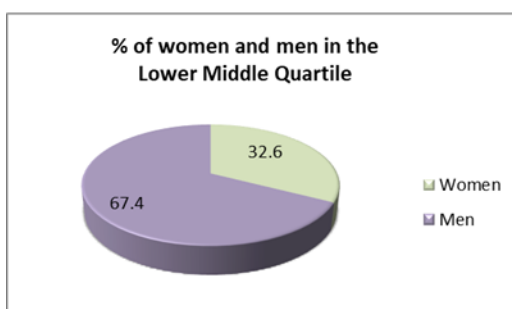
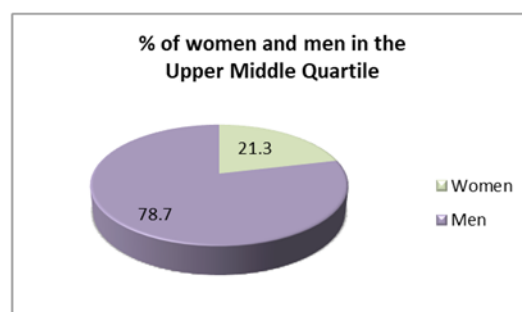
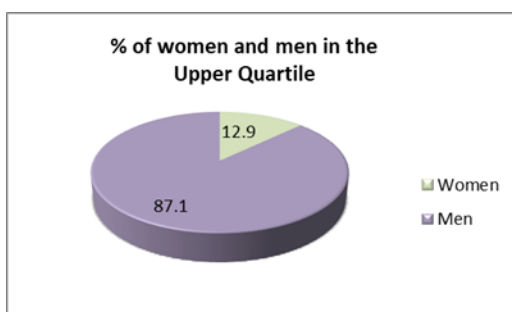
### Results

Difference in mean pay of men and women	17.6%
Difference in median pay of men and women	12.85%
Mean bonus gender pay gap	100%
Median bonus gender pay gap	N/A

Proportions of males and females receiving a bonus payment:

- Male 0%
- Female 0%

### Quartiles



The above results are based on 456 employees; 351 men (77%) and 105 (23%) women.