

Gender Pay Gap Reporting Statement 2022

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 in the UK on the 5th April 2022, 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 5th April 2022 using our HR and payroll data.

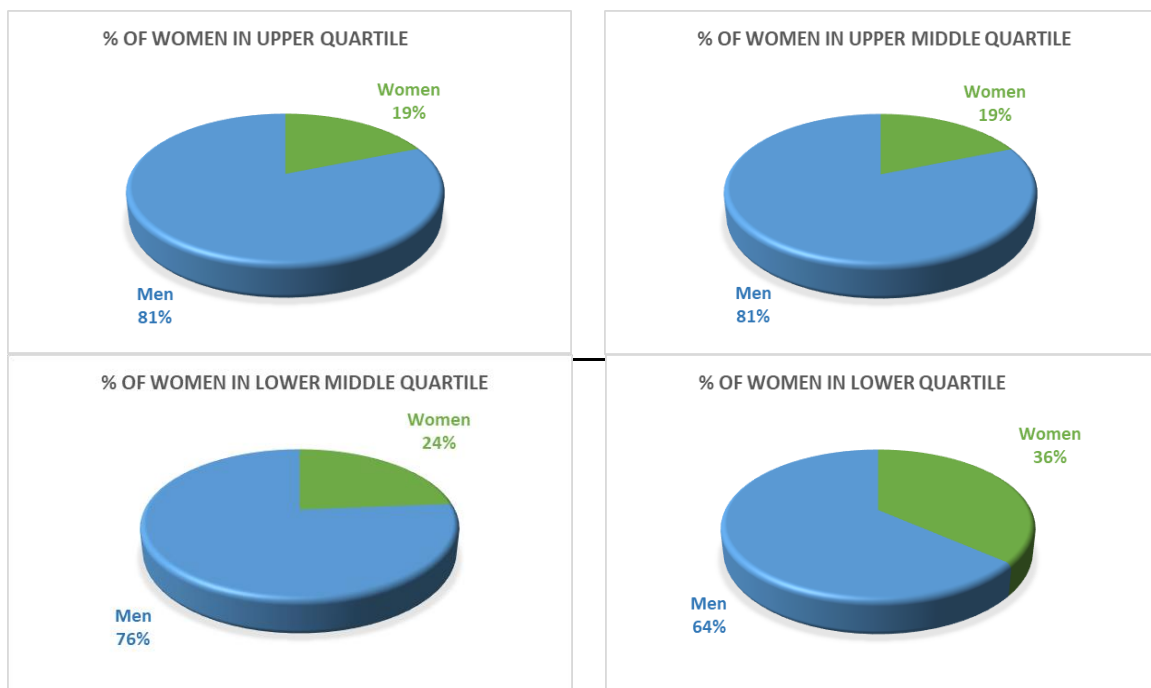
Results

Difference in Mean pay of men and women	13.47%
Difference in Median pay of men and women	9.27%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%

Proportions of males and females receiving a bonus payment:

- Male 100%
- Female 100%

Quartiles



The above results are based on 573 employees – 433 men (76%) and 140 (24%) women.