

GENDER PAY GAP AS AT 5TH APRIL 2023

	Male hourly rate	Female hourly rate	Pay Gap
Mean gender pay gap in hourly pay	£ 15.31	£ 14.96	2.23%
Median gender pay gap in hourly pay	£ 14.69	£ 14.53	1.10%

	Male bonus	Female bonus	Pay Gap
Mean bonus gender pay gap	£1,822.00	£844.75	53.64%
Median bonus gender pay gap	£418.17	£40.00	90.43%

	Number receiving	Totals by gender	
Proportion of males receiving a bonus payment	32	322	9.94%
Proportion of females receiving a bonus payment	57	301	18.94%

Proportion of males and females in each quartile pay band	Male		Female		
	Count	Percentage	Count	Percentage	
Q4 (lowest paid)	78	50%	78	50%	156
Q3	77	49%	79	51%	156
Q2	80	51%	76	49%	156
Q1 (highest paid)	87	56%	68	44%	155