

GENDER PAY GAP REPORT



SNAPSHOT DATE: 31/03/2024

Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	6.3%	7.8%	20.3%	20.3%
Female (% females to all employees in each quarter)	93.7%	92.2%	79.7%	79.7%

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	20.84%	46.15%

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

A positive percentage shows that women have lower pay than men.

A negative percentage shows that men have lower pay than women.

A zero percentage shows that there is equal pay or bonuses between men and women.

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:

Date:

Status/position: