

2023 Annual Gender Pay Gap Report

This is our third annual gender pay gap report. The report is for the snapshot date of 5 April 2023.

The data in this report has been calculated in accordance with the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Category	This Report 05/04/2023	Last Report 05/04/2022	% Change
Mean gender pay gap	25.8%	29.7%	(13.1%)
Median gender pay gap	33.5%	35.6%	(5.9%)
Mean gender bonus gap	20.8%	9.5%	118.9%
Median gender bonus gap	0.0%	0.0%	-
Proportion of male employees receiving a bonus	77.2%	79.7%	(3.2%)
Proportion of female employees receiving a bonus	81.1%	80.7%	0.5%

Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	55.7%	44.3%	All employees whose standard hourly rate is within the lower quartile
B	67.8%	32.2%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	88.5%	11.5%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	87.4%	12.6%	All employees whose standard hourly rate is within the upper quartile

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

I confirm that the information in this statement is accurate.

Ian Marshall

Managing Director