

Gender Pay Gap 2023

Background

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. If women do more of the less well paid jobs within an organisation than men, the gender pay gap is usually bigger.

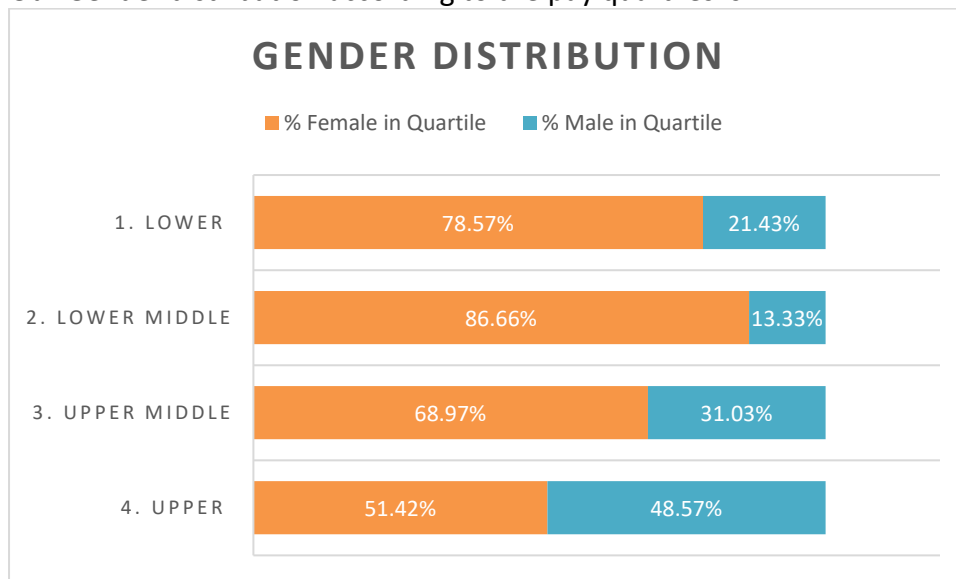
The figures are based on 31st March 2023 payroll figures.

These figures do not reflect our pay rates for men and women completing the same role. We are an equal opportunities employer and have a pay scale that relates to the role not to the candidate's gender.

The Figures

As at the 31st March 2023 we had 93 Full Pay Relevant Employees in scope, from this 66.67% of the workforce was female.

Our Gender distribution according to the pay quartiles is:



In 2023 our Mean Gender Pay Gap is 20.39% this is a decrease of 9.61% from 2022 which was 30%. The number of employees in the calculation is higher than last year which has resulted in a lower mean than previous years.

Our Medium Gender Pay Gap is 5.72%. This is an increase of 2.22% from 2022 which was 3.5%.

The figures with regards to Mean Gender Bonus Gap which is reading as 100% and Median Gender Bonus Gap which is reading the same, 100%. Proportion Receiving a Bonus figures read: Male 100% and Female 0%. There was only one bonus payment made to an employee during the 12 months ending on the snapshot date.

Declaration

The information provided is accurate and was calculated using the methods as set out in the gender pay gap reporting legislation.