

## Gender Pay Gap 2024

### 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.

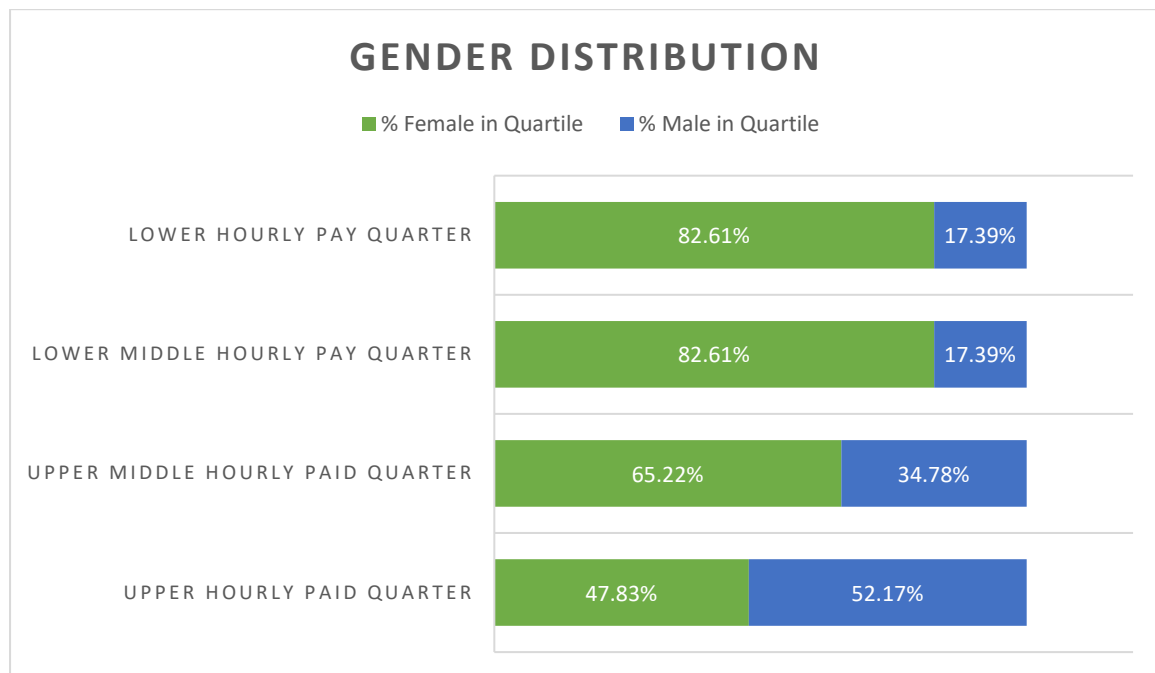
The figures are based on 31<sup>st</sup> March 2024 payroll figures.

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 31<sup>st</sup> March 2024 we had 92 Full Pay Relevant Employees in scope, from this 69.56% of the workforce was female.

Our Gender distribution according to the pay quartiles is:



In 2024 our Mean Gender Pay Gap is 21.11% this is an increase of 0.72% from 2023 which was 20.39%.

Our Medium Gender Pay Gap is 6.51%. This is an increase of 0.79% from 2023 which was 5.72%.

The figures with regards to Mean Gender Bonus Gap which is reading as 0% and Median Gender Bonus Gap which is reading the same, 0%. Proportion Receiving a Bonus figures read: Male 0% and Female 0%. No 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.