

## Gender Pay Gap Reporting – 31 March 2024

Entry Count MALE	93
Mean rate of pay MALE	£23.81
Median rate of pay MALE	£21.09
Entry Count FEMALE	544
Mean rate of pay FEMALE	£19.56
Median rate of pay FEMALE	£15.81
Gross Pay Average Gender Pay Gap – Mean	17.85%
Gross Pay Average Gender Pay Gap – Median	25.04%

Entry Count Bonus Pay MALE	0
Mean Bonus Pay MALE	£0.00
Median Bonus Pay MALE	£0.00
Entry Count Bonus Pay FEMALE	0
Mean Bonus Pay FEMALE	£0.00
Median Bonus Pay FEMALE	£0.00
Bonus Pay Average Gender Pay Gap – Mean	0.0%
Bonus Pay Average Gender Pay Gap – Median	0.0%
Total Males	0
Total Females	0
Bonus Pay Male Proportion	0.0%
Bonus Pay Female Proportion	0.0%

Lower Quartile MALE	6.2%
Lower Quartile FEMALE	93.7%
Lower Middle Quartile MALE	15.6%
Lower Middle Quartile FEMALE	84.4%
Upper Middle Quartile MALE	15.9%
Upper Middle Quartile FEMALE	84.1%
Upper Quartile MALE	21.2%
Upper Quartile FEMALE	78.8%