

Gender Pay Gap Reporting – 31 March 2023

Entry Count MALE	89
Mean rate of pay MALE	£22.45
Median rate of pay MALE	£19.51
Entry Count FEMALE	507
Mean rate of pay FEMALE	£17.96
Median rate of pay FEMALE	£11.42
Gross Pay Average Gender Pay Gap – Mean	20.0%
Gross Pay Average Gender Pay Gap - Median	41.5%

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	6.7%
Lower Quartile FEMALE	93.3%
Lower Middle Quartile MALE	11.4%
Lower Middle Quartile FEMALE	88.6%
Upper Middle Quartile MALE	20.1%
Upper Middle Quartile FEMALE	79.9%
Upper Quartile MALE	21.5%
Upper Quartile FEMALE	78.5%