

Gender Pay Gap Reporting – 31 March 2022

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| Entry Count MALE | 92 |
| Mean rate of pay MALE | £21.84 |
| Median rate of pay MALE | £18.77 |
| Entry Count FEMALE | 521 |
| Mean rate of pay FEMALE | £16.84 |
| Median rate of pay FEMALE | £10.07 |
| Gross Pay Average Gender Pay Gap – Mean | 22.9% |
| Gross Pay Average Gender Pay Gap – Median | 46.4% |

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| 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% |

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| Lower Quartile MALE | 6.5% |
| Lower Quartile FEMALE | 93.5% |
| Lower Middle Quartile MALE | 11.1% |
| Lower Middle Quartile FEMALE | 88.9% |
| Upper Middle Quartile MALE | 20.9% |
| Upper Middle Quartile FEMALE | 79.1% |
| Upper Quartile MALE | 21.4% |
| Upper Quartile FEMALE | 78.6% |