

## Gender Pay Gap Reporting – 31 March 2021

|   |        |
|---|--------|
| Entry Count MALE                          | 99     |
| Mean rate of pay MALE                     | £20.27 |
| Median rate of pay MALE                   | £17.52 |
| Entry Count FEMALE                        | 514    |
| Mean rate of pay FEMALE                   | £16.44 |
| Median rate of pay FEMALE                 | £9.96  |
| Gross Pay Average Gender Pay Gap – Mean   | 18.9%  |
| Gross Pay Average Gender Pay Gap – Median | 43.2%  |

|   |       |
|---|-------|
| 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          | 10.5% |
| Lower Quartile FEMALE        | 89.5% |
| Lower Middle Quartile MALE   | 12.4% |
| Lower Middle Quartile FEMALE | 87.6% |
| Upper Middle Quartile MALE   | 21.6% |
| Upper Middle Quartile FEMALE | 78.4% |
| Upper Quartile MALE          | 20.1% |
| Upper Quartile FEMALE        | 79.9% |