



Gender Pay Gap Report 2019

We report on gender pay under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings.

The information provided is at the snapshot date of 5th April 2019, when the Company employed 265 people: 106 females and 159 males.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings.

It is a measure across all employees in the business, not the difference in pay between men and women for doing the same job.

Mean gender pay gap
6.2%

Median gender pay gap
-7.8%

We are pleased to report that our gender pay gap falls below the national average of 8.9%.

Under the median gender pay gap calculation the average hourly earnings are higher for women than for men

Proportion of employees receiving a bonus in the 12 months preceding the snapshot date:

Males
0.6%

Females
2.8%

Mean bonus gender pay gap
50.0%

Median bonus gender pay gap
50.0%

The proportion of males and females in each quartile pay band:

	Males	Females
Lower quartile	50.7%	49.3%
Lower middle quartile	48.5%	51.5%
Upper middle quartile	72.7%	27.3%
Upper quartile	68.2%	31.8%

I confirm the accuracy of our gender pay calculations.

Daniel Fairburn