



Gender Pay Statement 2018

We employ 59% of male employees and 41% of female employees.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website. We will do this within one calendar year from April 5th 2017.

We can use these results to assess:

- the levels of gender equality in our workplace.
- the balance of male and female employees at different levels.
- how effectively talent is being maximised and rewarded.
- The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender.

We will establish this by using our existing HR and weekly PAYE payroll records.

Number of Men/Women Per Quartile	Women %	Men %
LOWER (0 - 25%)	46	54
LOWER MIDDLE (25 - 50%)	49	51
UPPER MIDDLE (50 - 75%)	40	60
UPPER (75 - 100%)	30	70

1.5% men received a bonus payment

Men	median	£8.85
	mean	£11.98

Women	median	£8.30
	mean	£8.98