

## Our Gender Pay Gap Report

Gender pay gap reporting requires our organisation to make calculations based on employee gender. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We have done this, according to government guidance, on the 5<sup>th</sup> April 2018 when our workforce consisted of 379 women and 115 men.

The results are as follows:

	Women's earnings are:
<b>Mean</b> gender pay gap in hourly pay	12.2% lower
<b>Median</b> gender pay gap in hourly pay	7.2% higher
<b>Difference in mean</b> bonus payments	3.5% lower
<b>Difference in median</b> bonus payments	9.3% higher

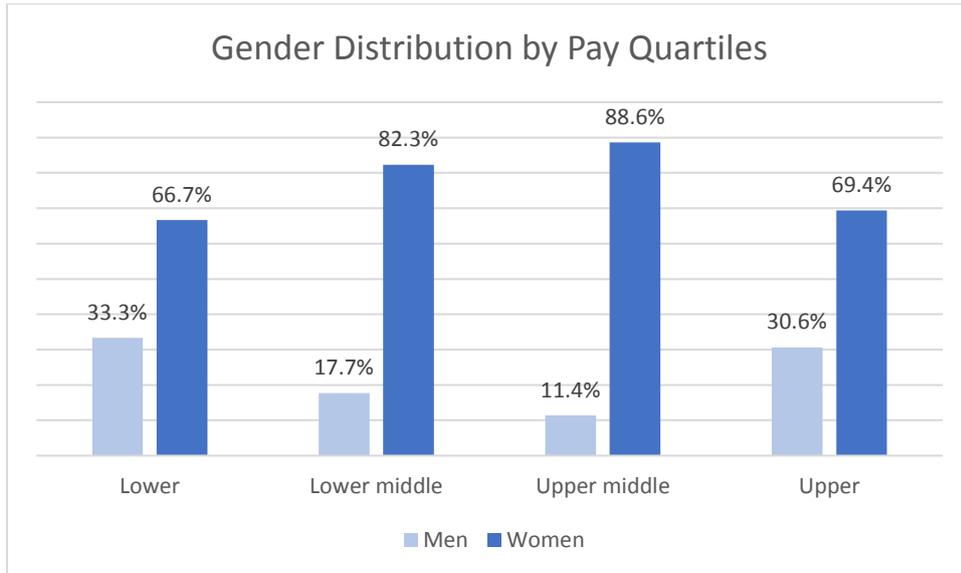
Our organisation is predominately female with a diverse mix of job functions across 23 departments. It is very unusual to have so many varying professions within a single site organisation.

Having a predominately female workforce means that small fluctuations in the male workforce can have a significant impact on our gender pay gap. Some departments may also have a higher proportion of male employees.

Percentage of men and women who receive a bonus

<b>Men</b>	87.9%
<b>Women</b>	88.6%

We are committed to building a diverse and inclusive workplace that gives equal opportunities to all employees irrespective of gender.



The gender pay gap reporting will help us monitor pay, bonus and career progression among staff to ensure that all employees, irrespective of gender, are supported to reach their full potential based on skill development, customer satisfaction and high performance.

Our action plan is to:

At pay review we will ensure that pay and reward are fair at every level.

Educate all people involved in setting pay rates and bonuses.

We will continue to support flexible working where possible.

I confirm that this is a true and factual statement and our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Allison Garner – HR & Commercial Director

Andy Howard – Financial Controller