

Gender Pay Gap Data

Snapshot Date 05 April 2021



2021-22 Reporting year

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	30.4%	69.6%
Upper middle hourly pay quarter	20.9%	79.1%
Lower middle hourly pay quarter	15.2%	84.8%
Lower hourly pay quarter	15.2%	84.8%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	14.9%
Median gender pay gap using hourly pay	21.2%

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	0%	0%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	Not applicable
Median gender pay gap using bonus pay	Not applicable

Employee headcount

Number of employees used to establish headcount for gender pay gap reporting	1617
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Written statement

I confirm that the information contained in this statement is accurate.

Corinne Mills

Director of People and Organisational Development

Date: 31 March 2022