

Gender Pay Gap Reporting - 2023/24							
Statutory - data that must be provided under the Equalities Act							
Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)			Gender pay gap - women's pay as a percentage of men's pay	Hourly rate of women	Hourly rate of men	Difference £
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100	3.38%			96.6%	£26.32	£27.24	£0.92
Median hourly rate (as above calc but for median hourly rates)	0.08%			99.9%	£24.56	£24.58	£0.02
Pay Quartile Information				Workforce composition			
Pay quartiles	Women	Men	Total	Women headcount	Men headcount	Total headcount	
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	54.72%	45.28%	100%	406	336	742	
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	58.89%	41.11%	100%	437	305	742	
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	65.63%	34.37%	100%	487	255	742	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	56.55%	43.45%	100%	419	322	741	
Bonus pay	Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus			Bonus Gender Pay Gap - women's bonus as a % of men's bonus	Bonus pay of women	Bonus pay of men	Difference £
Mean bonus	0.0%	0.0%		100.0%	0	£0.00	£0.00
Median bonus	0.0%	0.0%		100.0%	0	£0.00	£0.00
Bonuses paid							
Women paid bonus as % of all women	0%						
Men paid bonus as % of all men	0%						