

Gender Pay Gap Report – Snapshot Date 5th April 2023

As a private company employing over 250 people on the snapshot date indicated above, we are by law required to publish the following data, known as “Gender Pay Gap Reporting”

Please note that the gender pay gap is not the same as equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value, whereas the gender pay gap shows the differences in the average pay between men and women.

Mean gender pay gap in hourly pay
Women’s hourly pay is 2.63% lower than Men’s.
Median gender pay gap in hourly pay
0% - the midpoints are the same
Proportion of Males and Females receiving bonus payments
2.1% of Males and 2.9% of females
Mean bonus pay:
Mean gender pay gap is 36.2%
Median bonus pay:
Median Gender pay gap using bonus pay is 20%
Percentage of Males and Females in each Quartile
Upper Quartile: 77.97% males and 22.03% females Upper Middle Quartile: 66.95% males and 33.05% females Lower Middle Quartile: 82.20% males and 17.80% females Lower Quartile: 70.25% males and 29.75% females

I confirm that the data reported is accurate



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