



Gender Pay Gap

This is our annual gender pay gap report for the snapshot date of 5 April 2022

- Our mean gender pay gap is 19.92%.
- Our median gender pay gap is 19.33%

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	5.11%	94.89%	All employees whose standard hourly rate is within the lower quartile
B	11.63%	88.37%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	7.51%	92.49%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	28.9%	71.1%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits audits;
- evaluate job roles and pay grades to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries. We are also an organisation where over 85% of our employees are female.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 95% of the employees in band A are women and 5% men. The percentage of female employees throughout the remaining bands remains at over 71%.

What are we doing to address our gender pay gap?

The only way to improve our Gender pay gap is to recruit more male employees. We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

We will continue to develop and embed practices which encourage equality across the Company.

I Ian McGrady, Managing Director, confirm that this information in the report is accurate and has been prepared in accordance with the Equalities Act 2010 (Gender Pay Gap) Regulations 2017

Signed



Date

3/4/23