



Gender Pay Gap snapshot 5th April 2021

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	57%	43%
Upper middle hourly pay quarter	43%	57%
Lower middle hourly pay quarter	27%	73%
Lower hourly pay quarter	27%	73%

Mean gender pay gap using hourly pay	26%
Median gender pay gap using hourly pay	36%

	Men	Women
Percentage of men and women who received bonus pay	50%	50%

Mean gender pay gap using bonus pay	32%
Median gender pay gap using bonus pay	29%

Person responsible in your organisation	Sally Ingle Finance manager
Number of employees used to establish your headcount for gender pay gap reporting, on your snapshot date	250 to 499