

# Gender pay gap report

# 2023 snapshot



We're aiming to be the employer of choice in our sector. To do that, there are some very basic things we need to have in place. Feeling supported and being paid fairly are important parts of getting those basics right.

Our Gender pay gap is one way we measure how well we're doing but there are a range of other measures that we use to look at how far we are on our diversity and inclusion journey.

# 83%

of our colleagues  
are **female**

# 17%

of our colleagues  
are **male**

Our  
**average**  
Gender pay gap is

# 17.98%

Our  
**hourly**  
rates of pay

mean  
hourly rate  
for female  
colleagues is

£ **16.12**

median  
hourly rate for female  
colleagues is

£ **15.32**

Our  
mean  
Gender pay gap is

**17.98**%

20.05% in 2022

20.08% in 2021

19.74% in 2020

mean  
hourly rate  
for male  
colleagues is

£ **19.65**

median  
hourly rate for male  
colleagues is

£ **17.57**

Our  
median  
Gender pay gap is

**12.81**%

13.41% in 2021

11.41% in 2021

9.41% in 2020

# Pay bands



**90.2%**  
female colleagues

**Band A**  
**£13.06**  
per hour or less

**9.8%**  
male colleagues

**89%**  
female colleagues

**Band B**  
**£13.24 > £15.56**  
per hour

**11%**  
male colleagues

**82.7%**  
female colleagues

**Band C**  
**£15.62 > £18.30**  
per hour

**17.3%**  
male colleagues

**68.3%**  
female colleagues

**Band D**  
**£18.44**  
and above per hour

**31.7%**  
male colleagues

# Bonus

**This year**, out of 325 colleagues (268 female and 57 male):

The **proportion** of **females** receiving a bonus was

**96.4%**

The **proportion** of **males** receiving a bonus was

**98.3%**

Our **mean** **Gender** bonus gap is

**2.84%**

Our **median** **Gender** bonus gap is

**0%**

## More about our data:

- Pay data comes from our April 2023 payroll
- Bonus data is based on bonus payments for the 12 months previous to 5 April 2023
- Full pay equivalent colleagues are colleagues who are not on reduced pay due to sick or maternity leave.

I confirm the **data** reported is **accurate**.



**Lyndsay Nickerson**  
People and Culture Director