

Gender pay gap report

2024 snapshot



We are serious about creating the best possible environment for our people to thrive and feel at home doing their best work. 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

16.59%

Our
hourly
rates of pay

mean
hourly rate
for female
colleagues is
£**16.90**

median
hourly rate for female
colleagues is
£**15.83**

Our
mean
Gender pay gap is
16.59%

17.98% in 2023
20.05% in 2022
20.08% in 2021

mean
hourly rate
for male
colleagues is
£**20.26**

median
hourly rate for male
colleagues is
£**17.30**

Our
median
Gender pay gap is
8.5%

12.81% in 2023
13.41% in 2022
11.41% in 2021

Pay bands



89.41%
female colleagues

Band A
£13.65
per hour or less

10.59%
male colleagues

88.24%
female colleagues

Band B
£13.70 > £16.22
per hour

11.76%
male colleagues

80.46%
female colleagues

Band C
£16.23 > £19.18
per hour

19.54%
male colleagues

73.49%
female colleagues

Band D
£57.75
and above per hour

26.51%
male colleagues

Bonus

This year, 17 out of 342 colleagues (283 female and 59 male):

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

6.01%

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

0%

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

0%

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

0%

More about our data:

- Pay data comes from our April 2024 payroll
- Bonus data is based on bonus payments for the 12 months previous to 5 April 2024
- 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