

Gender pay gap report

2021 snapshot



To be a really good employer there are some very basic things we need to have in place and feeling comfortable at work 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.

80 %

of our colleagues
are **female**

20 %

of our colleagues
are **male**

Our
average
Gender pay gap is

20.08 %

Our
hourly
rates of pay

mean
hourly rate
for female
colleagues is
£ **14.64**

median
hourly rate for female
colleagues is
£ **14.33**

Our
mean
Gender pay gap is
20.08%
19.74% in 2020
18.46% in 2019

mean
hourly rate
for male
colleagues is
£ **18.32**

median
hourly rate for male
colleagues is
£ **16.18**

Our
median
Gender pay gap is
11.41%
9.41% in 2020
7.51% in 2019

Pay bands



93.06%
female colleagues

Band A
£**10.93**
per hour or less

6.94%
male colleagues

87.50%
female colleagues

Band B
£**10.94** > £**15.06**
per hour

12.50%
male colleagues

75.64%
female colleagues

Band C
£**15.07** > £**17.20**
per hour

24.36%
male colleagues

65.38%
female colleagues

Band D
£**17.21**
and above per hour

34.62%
male colleagues

Bonus

This year, out of 300 colleagues (240 female and 60 male):

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

1.25%

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

1.67%

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

54.33%

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

60%

More about our data:

- Pay data comes from our April 2021 payroll
- Bonus data is based on bonus payments for the 12 months previous to 05 April 2021
- 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**.



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