

# 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.

**50** %  
of our colleagues  
are **female**

**50** %  
of our colleagues  
are **male**

Our  
**average**  
Gender pay gap is

**11.46** %

Our  
**hourly**  
rates of pay

**mean**  
hourly rate  
for female  
colleagues is

£ **17.02**

+ £3.14 on last four years

**median**  
hourly rate for female  
colleagues is

£ **15.25**

Our  
**mean**  
Gender pay gap is

**11.46** %

**10.21** % in 2020

**8.96** % in 2019

**17.93** % in 2018

**19.82** % in 2017

**mean**  
hourly rate  
for male  
colleagues is

£ **19.22**

**median**  
hourly rate for male  
colleagues is

£ **17.52**

Our  
**median**  
Gender pay gap is

**12.96** %

**12.28** % in 2020

**11.12** % in 2019

**18.92** % in 2018

**24.92** % in 2017

# Pay bands



**72.04%**  
female colleagues

**Band A**  
**£13.10**  
per hour or less

**27.96%**  
male colleagues

**54.01%**  
female colleagues

**Band B**  
**£13.11 > £16.18**  
per hour

**45.09%**  
male colleagues

**34.55%**  
female colleagues

**Band C**  
**£16.19 > £20.15**  
per hour

**65.45%**  
male colleagues

**38.67%**  
female colleagues

**Band D**  
**£20.16**  
and above per hour

**61.33%**  
male colleagues

# Bonus

**This year**, out of 1,319 colleagues (657 female and 662 male):

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

**6%**

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

**3%**

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

**43.19%**

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

**26%**

## 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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