

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.

24 %

of our colleagues
are **female**

76 %

of our colleagues
are **male**

Our
average
Gender pay gap is

16.73 %

Our
hourly
rates of pay

mean
hourly rate
for female
colleagues is

£ **14.69**

median
hourly rate for female
colleagues is

£ **12.35**

+ £0.79 on
last three years

Our
mean
Gender pay gap is

16.73%

17.04% in 2020

13.91% in 2019

16.61% in 2018

19.05% in 2017

mean
hourly rate
for male
colleagues is

£ **17.64**

median
hourly rate for male
colleagues is

£ **16.32**

Our
median
Gender pay gap is

24.33%

24.93% in 2020

21.02% in 2019

21.68% in 2018

25.92% in 2017

Pay bands



54.96%
female colleagues

Band A
£12.74
per hour or less

45.04%
male colleagues

19.07%
female colleagues

Band B
£12.75 > £16.20
per hour

80.30%
male colleagues

6.72%
female colleagues

Band C
£16.21 > £19.07
per hour

93.28%
male colleagues

17.02%
female colleagues

Band D
£19.08
and above per hour

82.98%
male colleagues

Bonus

This year, out of 538 colleagues (131 female and 407 male):

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

0%

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

1%

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

100%

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

100%

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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