

2021-22 Annual Gender Pay Gap Report

This is our first annual gender pay gap report for the snapshot date of 5 April 2021.

The data in this report has been calculated in accordance with the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

- Our mean gender pay gap is 31.4%.
- Our median gender pay gap is 38.4%.
- Our mean gender bonus gap is 51.7%.
- Our median gender bonus gap is 0.0%.
- The proportion of male employees receiving a bonus is 74.3%.
- The proportion of female employees receiving a bonus is 83.3%.

Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females	What is included in this band?
A	45.8%	54.2%	All employees whose standard hourly rate is within the lower quartile
B	73.2%	26.8%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	91.5%	8.5%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	88.7%	11.3%	All employees whose standard hourly rate is within the upper quartile

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

I confirm that the information in this statement is accurate.

Nigel Newton

Managing Director