

# Gender Pay Gap Data

## Snapshot Date 05 April 2023

### 2023-24 Reporting Year

#### Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	30%	70%
Upper middle hourly pay quarter	22%	78%
Lower middle hourly pay quarter	11%	89%
Lower hourly pay quarter	13%	87%

#### Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	16.4%
Median gender pay gap using hourly pay	22.2%

#### Percentage of men and women who received bonus pay\*

	Men	Women
Percentage of men and women who received bonus pay	22.3%	16.4%

\* "Bonus pay" predominantly takes the form of low value employee recognition awards, redeemable as non-cash vouchers

#### Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	-195.7%
Median gender pay gap using bonus pay	0%

#### Employee headcount

Number of employees used to establish headcount for gender pay gap reporting	1753
--	------

#### Written statement

I confirm that the information contained in this statement is accurate.



**Corinne Mills**

Director of People

Date: 28 March 2024