



# Gender Pay Gap Report

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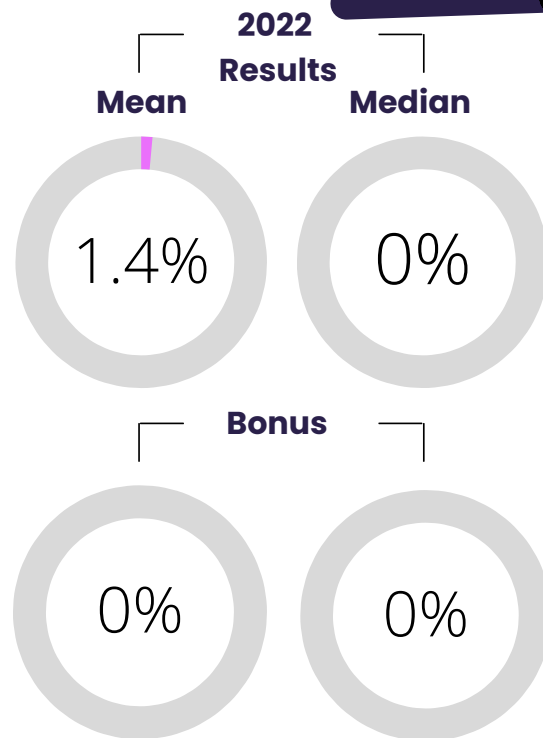
2022



This means that on average, men are paid 1.4% more than women. So for every £1 a man earns, a women would earn 98p.

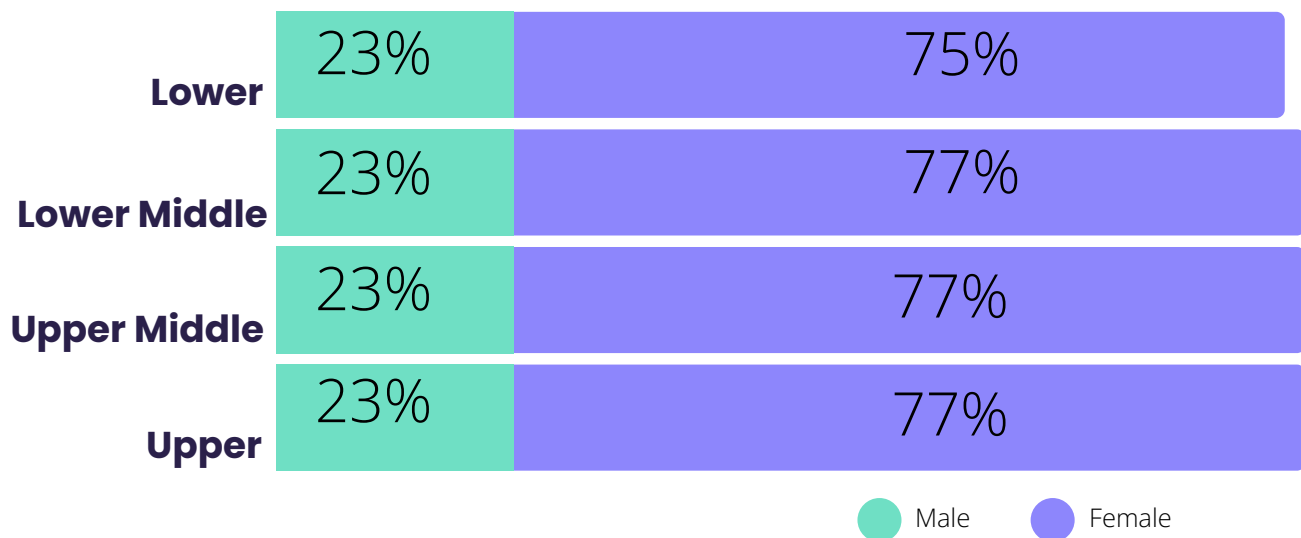
However, when you look at the median gender hourly pay for men and women this is equal at £8.91 per hour.

There are no staff receiving a bonus



### Pay Quartiles

The report indicates that there is only a very slight differential between the mean hourly rate between men and women. We are still predominately a female organisation with 77% of the workforce being female and 23% being male. We have been monitoring the situation since our last pay gap report and we have seen a slight increase in the number of men joining the organisation since last year which is positive.



The proportion of male and female employees are split into quartile bands based on their ordinary pay. When comparing they pay in each quartile, there has been a slight improvement in pay received by men in the upper middle and upper quartiles.