

GENDER PAY REPORT 2022-23

The gender pay gap is defined as the difference between the gross hourly earnings of all male and female employees – part-time, full-time and at all levels. This is different from equal pay, which looks at the earnings of men and women performing the same (or similar) work within an organisation.

We regularly review our pay levels and practices as part of any pay review and benchmarking exercises and in response to the requirement of the gender pay gap legislation we have reviewed all roles, at all levels, across our business to understand the full picture of our results.

The gender pay statistics for 2022-2023 are set out in the tables below. These statistics for the 2022 snapshot date are based on 542 employees (52% male and 48% female).

Our mean pay gap increased by 1.8% between the 2021 and 2022 snapshot dates as shown in the table below as a result of increased staff turnover.

Gender Pay Gap			
	2021	2022	Movement
Mean Pay Gap	28.6%	30.4%	↑
Median Pay Gap	10.0%	9.7%	↓

The distribution of male and female employees by hourly pay quartile is set out in the table below. Although the proportion of female employees in the Upper, Upper Middle and Lower hourly pay quartiles reduced slightly from the previous period, due to restructuring. The proportion of female employees within the Lower Middle hourly pay quartile has increased by c.4.5%

Total Distribution of male and female employees by hourly pay quartile				
	Male		Female	
	2021	2022	2021	2022
Upper Quartile	42.0%	43.4%	58.0%	56.6%
Upper Middle	45.7%	47.3%	54.3%	52.7%
Lower Middle	56.5%	51.9%	43.5%	48.1%
Lower Quartile	69.1%	71.7%	30.9%	28.3%

The proportion of female employees paid bonuses decreased in 2022-23.

Proportion of Employees earning Bonus / Commission			
	2021	2022	Movement
Male	46.2%	51.3%	↑
Female	53.8%	48.7%	↓

Our mean gender bonus gap increased to 58% from 34.5%

Gender Bonus			
	2021	2022	Movement
Mean Gap	34.5%	58.44%	↑
Median Gap	0%	0%	↔

We regularly review our pay levels and practices as part of any pay review and benchmarking exercises to ensure that our approach to pay is both competitive and attractive.

I can confirm that the above information is accurate.

Tracey Mulligan

Tracey Mulligan
HR & Communications Director