

GENDER PAY REPORT 2020-21

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 an annual pay review and benchmarking exercise 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 2020-2021 are set out in the tables below. These statistics for the 2020 snapshot date are based on 623 employees (52% male and 48% female).

Our mean pay gap reduced slightly between the 2019 and 2020 snapshot dates as shown in the table below.

Gender Pay Gap			
	2019	2020	Movement
Mean Pay Gap	28.5%	24.6%	
Median Pay Gap	7.1%	7.8%	

The distribution of male and female employees by hourly pay quartile is set out in the table below. There remains a significantly higher proportion of male to female employees in the upper quartile. We are more balanced in the upper middle – lower middle quartiles compared to last year but there remains a higher proportion of female to male ratio in the lower quartile.

Total Distribution of male and female employees by hourly pay quartile				
	Male		Female	
	2019	2020	2019	2020
Upper Quartile	68%	66.0%	32%	34.0%
Upper Middle	53%	55.0%	47%	45.0%
Lower Middle	48%	44.4%	52%	55.6%
Lower Quartile	43%	42.4%	57%	57.6%

The proportion of employees paid bonuses, for both males and females has increased in 2020, with females seeing a larger increase compared to males – overall the difference between males and females earning a bonus has reduced since 2019

Proportion of Employees earning Bonus / Commission			
	2019	2020	Movement
Male	46%	48.5%	
Female	50%	54.8%	

Our mean gender bonus gap shows a slight increase of 0.97%.

Gender Bonus			
	2019	2020	Movement
Mean Gap	74%	74.97%	
Median Gap	0%	0%	

As reported in previous years, the pay gap relating to bonus continue to relate to a higher incidence of male to female employees at senior levels and remains indicative of the industry sector in which we operate.

We regularly review our pay levels and practices as part of an annual pay review and benchmarking exercise as we continue to develop as a business and as a PLC.

I can confirm that the above information is accurate.

Tracey Mulligan

Tracey Mulligan
HR & Communications Director