



Gender Pay Gap Report

Based on information for April 2017 to March 2018

Snapshot date: 5 April 2018
Employer size: Less than 250 employees
Person responsible: Elizabeth Frere-Smith, (Finance&HR Manager)

Employer's supporting narrative: Difference in hourly rate
About mean and median: Women's mean hourly rate is 18.1% lower than men's
In other words when comparing mean hourly rates, women earn 82p for every £1 that men earn.
Women's median hourly rate is 59.7% lower than men's
In other words when comparing median hourly rates, women earn 40p for every £1 that men earn.

Proportion of women in each pay quartile:

(Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation).

Women  **Men** 

Top quartile (highest paid):



Upper middle quartile:



Lower middle quartile:



Lower quartile (lowest paid):



Who received bonus pay: No bonuses were paid