



Gender Pay Gap Report

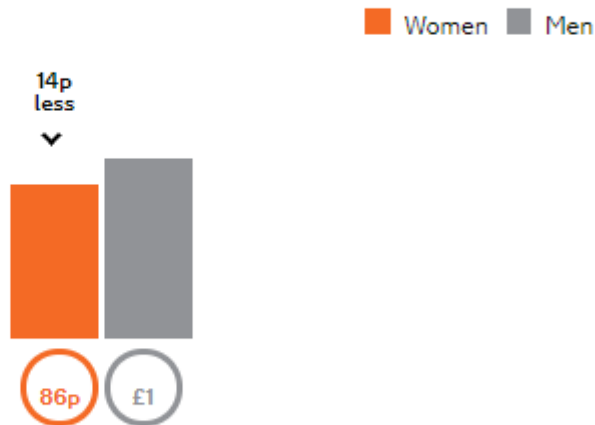
Based on information for April 2019 to March 2020

Snapshot date: 5 April 2020
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 10.4% lower than men's
In other words when comparing mean hourly rates, women earn 89p for every £1 that men earn.
Women's median hourly rate is 13.6% lower than men's
In other words when comparing median hourly rates, women earn 86p for every £1 that men earn.

Hourly wages pay gap

In this organisation, **women earn 86p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **13.6% lower** than men's.



When comparing mean hourly wages, women's mean hourly wage is **10.4% lower** than men's.

Proportion of women in each pay quarter

In this organisation, women occupy **86.2%** of the highest paid jobs and **91.4%** of the lowest paid jobs.

Women Men

Top quarter (highest paid)



Upper middle quarter



Lower middle quarter



Lower quarter (lowest paid)



Bonus pay gap

Who received bonus pay

No bonuses were paid.

Full report can be found using this link: <https://gender-pay-gap.service.gov.uk/Employer/jPTjukgJ/2020>