

Gender Pay Gap Statement

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, with effect from 6 April 2017, we are required to publish gender pay gap information by reporting the percentage differences in pay between male and female employees.

As at the 'Snapshot date', 5th April 2020, the results are as follows:

- The mean gender pay gap is -1.2% a reduction of 8.7% since the 2018 report
- The median gender pay gap is 2.1% a reduction of 4.8% since the 2018 report
- Proportion of Males who received a bonus 0%
- Proportion of Females who received a bonus 0.9%

Gender Pay by Quartiles

	Males	Female
Lower Quartile	9.0%	91.0%
Lower Middle Quartile	18.2%	81.8%
Upper Middle Quartile	16.7%	83.3%
Upper Quartile	18.2%	81.8%

SUMMARY FROM THE DIRECTORS

We are & have been committed to taking any steps necessary to reduce or eliminate the gender pay gap & this can be seen from the reduction since the 2018 report.

We continue to be committed to the principle of equal opportunities and equal treatment for all employees. There is a clear policy of paying employees equally for the same or equivalent work. As such, we evaluate job roles and pay grades as necessary to ensure a fair structure.

We are therefore confident that any differences in our gender pay gap does not stem from paying men and women differently for the same or equivalent work & that any gap arises as a result of the roles in which men and women work and the salaries that these roles attract.



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As at the 'Snapshot date', 5th April 2018, the results are as follows:

- The mean gender pay gap is 7.5% a reduction of 1.1% over last year
- The median gender pay gap is 6.9% a reduction of 2.0% over last year
- No Bonuses were paid

Gender Pay by Quartiles

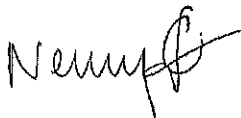
	Males	Female
Lower Quartile	5.6%	94.4%
Lower Middle Quartile	12.5%	87.5%
Upper Middle Quartile	20.8%	79.2%
Upper Quartile	18.1%	81.9%

SUMMARY FROM THE DIRECTORS

We are committed to taking any steps necessary to reduce or eliminate the gender pay gap. We have implemented a number of actions intended to reduce the gender pay gap, including a review of staff bonus schemes, recruitment processes and career development opportunities.

We are committed to the principle of equal opportunities and equal treatment for all employees. There is a clear policy of paying employees equally for the same or equivalent work. As such, we evaluate job roles and pay grades as necessary to ensure a fair structure.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work and the salaries that these roles attract.



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As at the 'Snapshot date', 5th April 2017, the results are as follows:

- The mean gender pay gap is 8.6%
- The median gender pay gap is 8.9%
- The mean bonus gender pay gap is 35.3%
- The median bonus gender pay gap is 20%
- Proportion of males who received a bonus 2.4%
- Proportion of females who received a bonus 2.4%

Gender Pay by Quartiles

	Males	Female
Lower Quartile	7%	93%
Lower Middle Quartile	17.1%	82.9%
Upper Middle Quartile	16.9%	83.1%
Upper Quartile	21.4%	78.6%

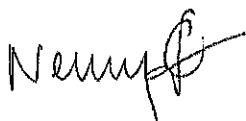
SUMMARY FROM THE DIRECTORS

We are committed to taking any steps necessary to reduce or eliminate the gender pay gap. We have implemented a number of actions intended to reduce the gender pay gap, including a review of staff bonus schemes, recruitment processes and career development opportunities.

We are committed to the principle of equal opportunities and equal treatment for all employees. There is a clear policy of paying employees equally for the same or equivalent work. As such, we

- Carry out pay and benefits audits at regular intervals; and,
- Evaluate job roles and pay grades as necessary to ensure a fair structure.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work and the salaries that these roles attract.



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