

Gender Pay Gap Reporting 2024

What is the gender pay gap?

The gender pay gap is a measure of the difference in average earnings between male and female colleagues. The gender pay gap differs from equal pay as it is concerned with the differences in the average pay regardless of role.

Since April 2017, there is a mandatory requirement for Companies in Great Britain with 250 or more colleagues to report and publish specific figures about their gender pay gap each year.

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of male and female colleagues in our organisation; it will not involve publishing individual colleague data.

The calculations are:

- **Median gender pay gap** is the difference between the median (middle) hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues
- **Mean gender pay gap** is the difference between the mean (average) hourly rate of pay of male full-pay relevant colleagues and that of female full-pay relevant colleagues
- **Median bonus gap** is the difference between the median (middle) bonus pay paid to male relevant colleagues and that paid to female relevant colleagues
- **Mean bonus gap** is the difference between the mean (average) bonus paid to male relevant colleagues and that paid to female relevant colleagues

Bonus proportions are the proportions of male and female relevant colleagues who were paid bonus pay during the relevant period (see below for details).

Quartile pay ranges are the proportions of male and female full-pay relevant colleagues in the lower, lower middle, upper middle and upper quartiles of pay.

We are required to publish the results on our own website and a government website. These results must be maintained on our website for a minimum of three years.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the HR team.

Our Workforce at 5th April 2024

353 employees
87% Male (307)
13 % Female (46)

In the last year the number of females in the business has increased by 1%.

Our Gender Pay Gap Findings

What is the median?

The median figure is reached by listing all the hourly paid rates in order and selecting the middle number. The median gap is reached by calculating the difference between male and female figure as at 5th April 2024.

| | |
|------------------------------|---------------|
| Middle ranked male: | £14.42 |
| Middle ranked female: | £12.97 |

Female median pay is 11.18% lower than male.

What is the mean?

The mean figure is reached by adding up all the hourly rates and dividing the total by the number of results in the list. The mean gap is the difference in the male and female mean as at 5th April 2024.

| | |
|-----------------------------|---------------|
| Average Male rate: | £15.45 |
| Average Female rate: | £14.13 |

Female mean hourly rate is 9.38% lower than male.

Percentage of male and females in each quartile

These figures show how many male and female colleagues are in each quartile of the payroll. In each quartile, the disposition of the workforce is largely male.

| Female | | Male |
|--------|----------------|-------|
| 11.8% | Upper Quartile | 88.2% |
| 11.4% | Upper Middle | 88.6% |
| 11.8% | Lower Middle | 88.2% |
| 11.6% | Lower Quartile | 88.4% |

We have seen some movement across the quartiles in 2024 with the Upper and Lower Middle quartiles remaining broadly the same as 2023.

Our Gender Bonus Gap

Who received bonus pay in the year leading to April 2024:

94% Male
91% Female

The difference between the average bonus received by male and female colleagues as at 5th April 2024.

Male average bonus £195
Female average bonus £227

In 2024 the female mean bonus pay was 14.34% higher than male.

Middle ranked male bonus £100
Middle ranked female bonus £100

Female median bonus pay was the same as the male.

Commentary

We remain committed to ensuring parity between our male and female colleagues and continue to offer the same rate applicable to the role irrespective of gender.

We strive to ensure our policies and procedures delivery equity for all.

We recognise the positive impact and innovative thinking the diverse workforce has within our business and will continue to encourage female colleagues to enter into our industry by offering competitive salaries, bonuses and flexible working where possible.

Areas proactively under review in an effort to reduce any pay gender gap

- Implementation of salary banding structures
- Execution of standardised benefits linked with role and level
- Continued effective management of family friendly leave
- Adoption of flexible working arrangements where possible
- Encourage talent development across all areas
- Ensuring consistent and inclusive recruitment practices

We can confirm that the data contained in this report is accurate and published in accordance with the Gender Pay Gap Reporting guidance and legislation.