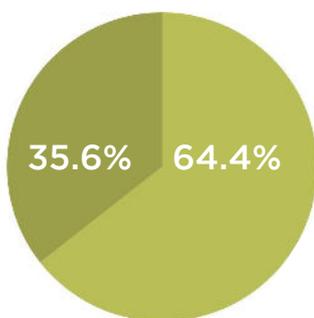


GENDER PAY GAP REPORT APRIL 2024

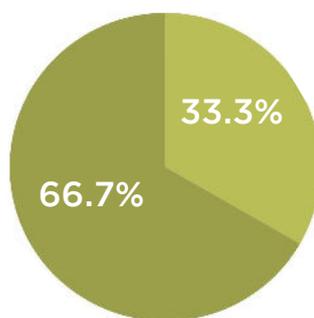
Male and female ratio <i>This is the ratio between our male and female employees in April 2023 - Total number of employees is 302 (male 140 / Female 162) 2024 - Total number of employees is 349 (Male 173 / Female 176)</i>	Male	49.6%
	Female	50.4%
The mean gender pay gap <i>Mean is the average hourly rate of pay in each gender</i>	0.36%	
	Male	£15.89
	Female	£15.83
The median gender pay gap <i>Median is the middle hourly pay rate in each gender</i>	0.0%	
	Male	£13.12
	Female	£13.12
The mean bonus gender pay gap <i>This is the difference in the mean bonus pay paid to men and women</i>	-50.4%	
The median bonus gender pay gap <i>This is the difference in the median bonus pay paid to men and women</i>	-0.0%	
Proportion of males and females receiving a bonus payment	Male	69.8%
	Female	73.9%

Quartile bands

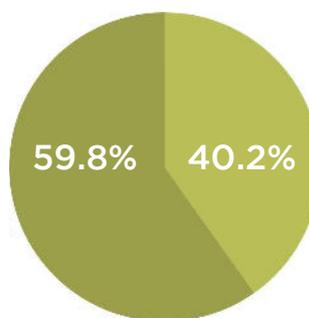
This is the percentage between male and female in each quartile bands.



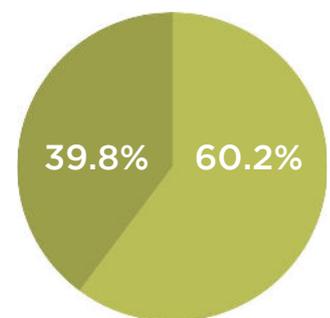
Lower
£11.20 - £11.67



Lower Middle
£11.67 - £13.00



Upper Middle
£13.00 - £15.82



Upper
> £15.95