

## Gender Pay Gap Data 2018-2019

Difference in mean hourly rate of pay	22%	
Difference in median hourly rate of pay	21%	
Difference in mean bonus pay	100%	
Difference in median bonus pay	100%	
	Male	Female
Percentage of employees who received bonus pay	0%	4%
	Male	Female
Employees by pay quartile		
Upper quartile	21%	79%
Upper middle quartile	23%	77%
Lower middle quartile	15%	85%
Lower quartile	12%	88%



I confirm that the information provided in this Gender Pay Gap report is accurate.

David Evans, Chief Executive

April 2018