

Gender Pay Gap Report – 2020/21 Reporting Year

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

The analysis involves carrying out various calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

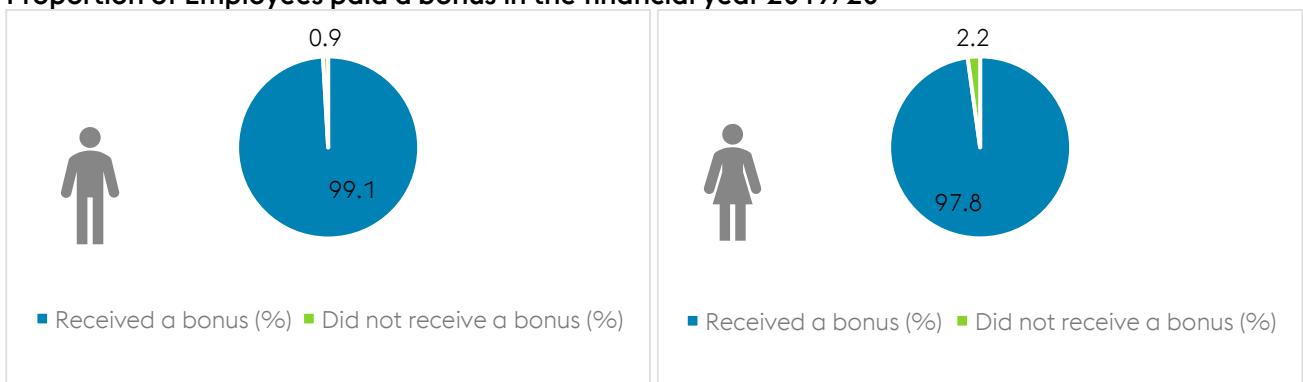
Gender pay reporting is different to equal pay, equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Pay and Bonus Gap

The table below shows the overall mean and median gender pay gap based on equivalent hourly rates of pay as of the 5th April 2020, the table also shows the mean and median bonus differences for the financial year 2019/20

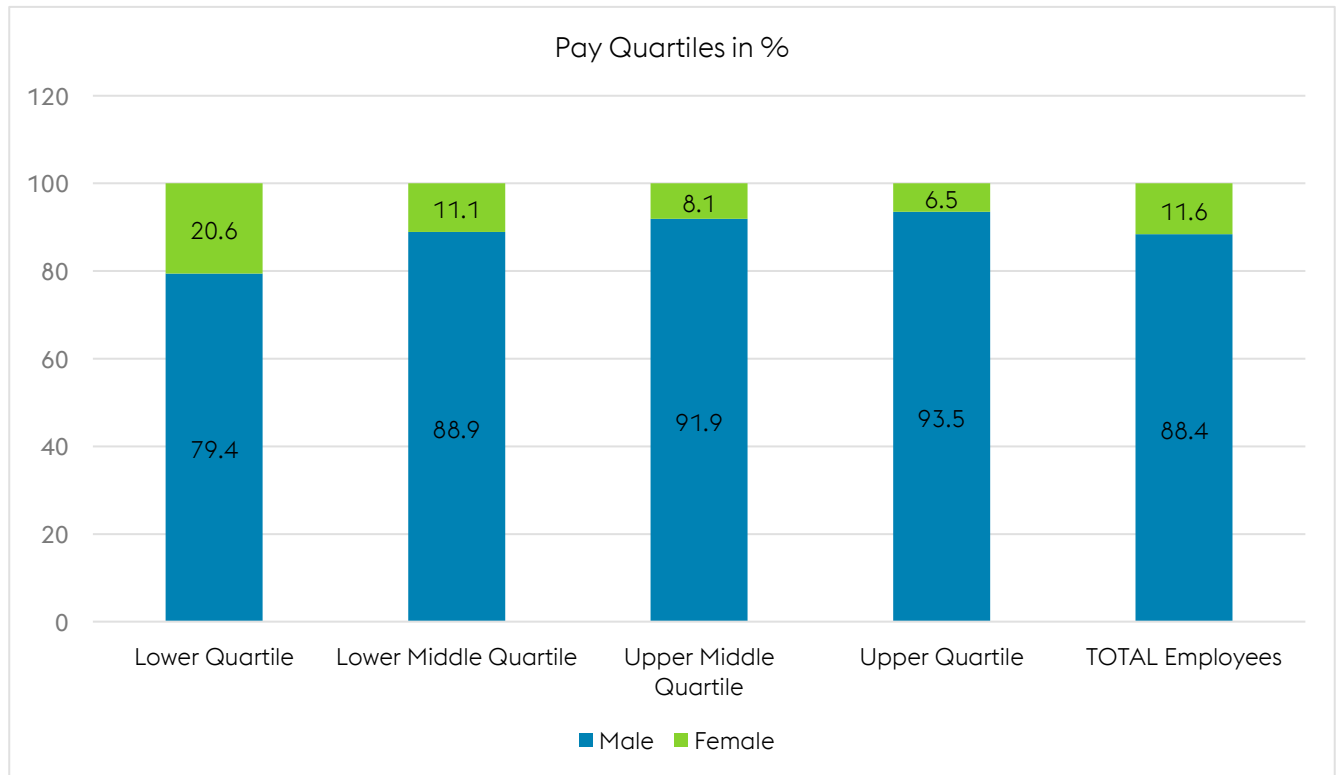
	Mean	Median
Pay	20.1%	11.7%
Bonus	58.1%	10.4%

Proportion of Employees paid a bonus in the financial year 2019/20



Pay Quartiles

In addition to the calculations, employees are then ranked in pay from lowest to highest and then divided into four equal groups, the graph below shows the percentage of males and females in each of the four groups.



Background Information

The results above are for the year ending April 5th 2020, at the year-end we had 381 permanent employees, 46 female and 335 males. Caused by the Coronavirus pandemic we had to put employees on furlough leave which reduced the full-pay relevant employee headcount down to 250.

Our Gender pay gap reduced to 20.1% compared to previous years.

The number of female employees paid a bonus has increased quite dramatically.

I confirm that the data as reported is accurate.

Thomas Baumgartner
 Director
 30.09.21