

Gender Pay Gap Report – 2023/24 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.

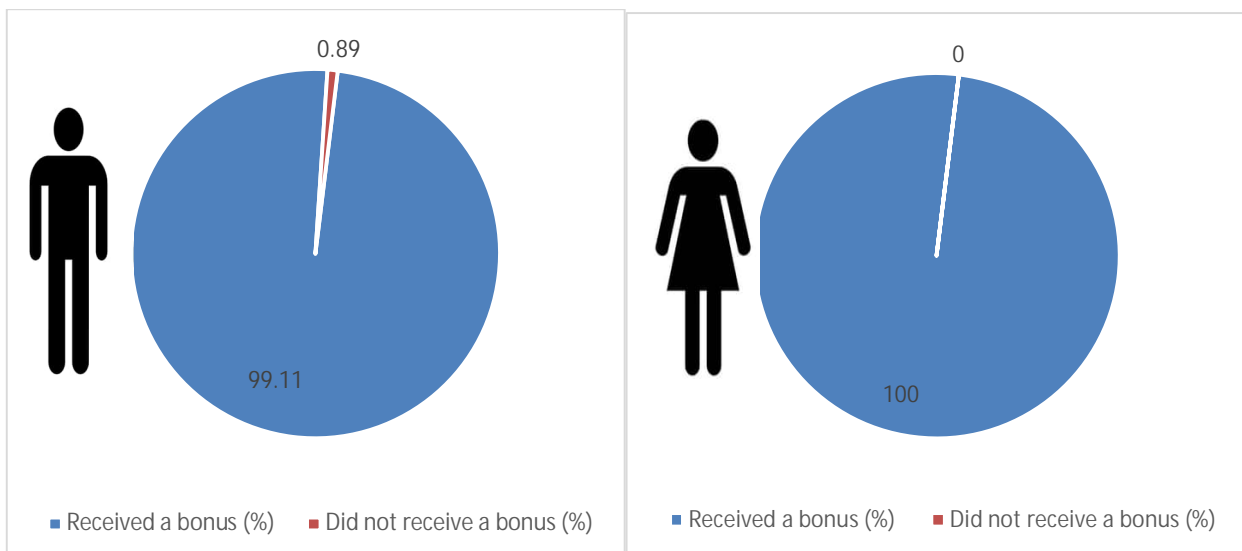
Gender pay reporting is different to equal pay, equal pay deals with the pay **differences between men and women who carry out the same jobs, similar jobs or work of equal value.** It is unlawful to pay people unequally because they are a man or a woman.

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 2023, the table also shows the mean and median bonus differences for the financial year 2022/23

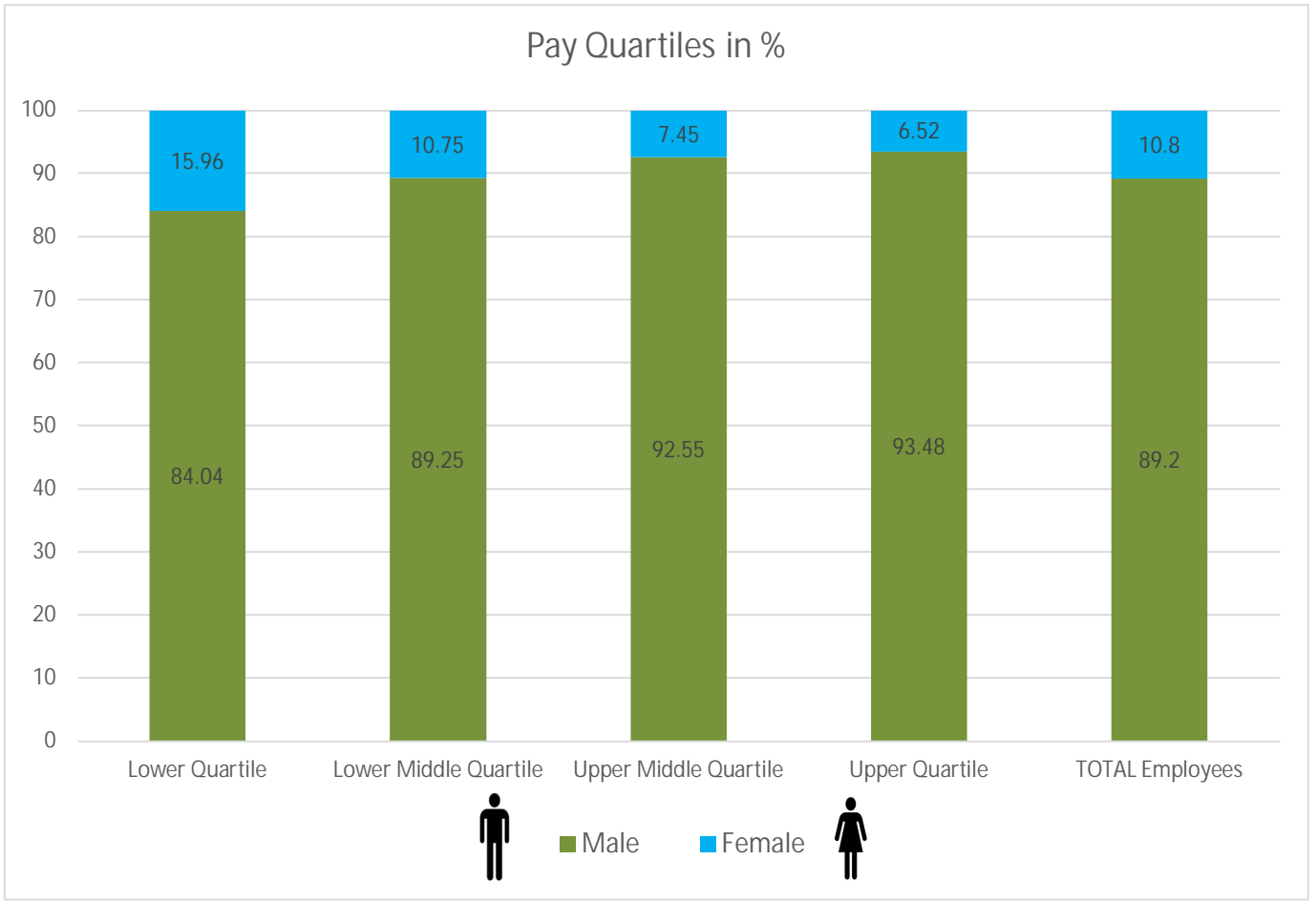
	Mean	Median
Pay	17.7%	9.5%
Bonus	56.1%	11.5%

Proportion of Employees paid a bonus in the financial year 2022/23



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 2023, at the year-end we had 378 permanent employees, 41 female and 337 males.

I confirm that the data as reported is accurate.

Thomas Baumgartner
Director
28th March 2024