



Gender Pay Statement

We are committed to providing a workplace which provides equality of opportunity for all employees irrespective of gender, age, race, religion, belief, sexual orientation or disability and to create an environment which enables all of us to achieve and succeed.

Regulations require that all organisations with more than 250 employees publish details of their gender pay and bonus gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to publish these results on our own website and also on the government gender pay website and we will do this within one calendar year of 5th April in each year.

Gender Pay Reporting requires our organisation to make calculations based on employee gender and we have to report on six specific calculations that show the difference between the average earnings of men and women in our organisation. The information reported will not involve publishing individual employee data but we have used our existing payroll records for a specific month (April 2018) to collate the information required in order to complete our legal duty.

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.

As an organisation we employed 44% females and 56% males during the month of April 2018. Our mean gender pay gap was 11.1% between male to female employees and our median gender pay gap was 1.3%. At the time of publishing these results the UK average median gender pay gap was measured as 8.6% (source: Office for National Statistics).

On average 61.1% of males achieved a bonus in the month of April 2018 and 56.3% of females. The mean bonus pay gap was 14.6% and the median bonus pay gap was 0%.

Our gender pay gap is not a pay equality issue. Our pay scales are uniform between males and females within our organisation. Our information shows that gender pay gap is due to the structure of the business where, like many other companies, we have more men in senior positions than women.

As an organisation we remain committed towards creating greater gender balance at all levels of our business.