



Gender Pay Gap Data 2018 (reported in 2019)



HOURLY RATE	
Women's hourly rate is:	
3.45% lower (mean)	29.1% lower (median)
PAY QUANTILES	
Top quartile	
80.46% male	19.54% female
Upper middle quartile	
81.7% male	18.4% female
Lower middle quartile	
65.52% male	34.48% female
Lower quartile	
50% male	50% female
BONUS PAY	
Women's bonus pay is:	
8.23% lower (mean)	54.3% lower (median)
Who received bonus pay:	
62.47% of men	39.8% of women

Total number of employees 250 to 499

In line with the Equality act 2010 Gender Pay Gap Regulations, I can confirm the accuracy of the reported data.

Rebecca Davies
Managing Director

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