

Gender Pay Gap report 2022-23

We've reduced our mean pay gap from 13.9% to 10.94%.

Key highlights on what we've done since the last report:

- We have undertaken a review of pay and benefits to ensure that roles are paid fairly and brought the minimum rate of pay up to £10 per hour
- We have developed a Reward and Recognition Policy which sets out our approach to how we determine pay and other elements of the total package
- We continue to embrace an agile working culture. This allows colleagues much better flexibility to achieve a work/life balance (females in particular, as typically they take on childcare responsibilities)
- We've increased the number of female Board members

What we are planning to do in the next 12 months to improve the gap:

- We will be carrying out full salary benchmarking every two years and in the interim year there will be a cost of living pay award
- We will pay market rates based on individual roles
- Our equality, diversity and inclusion (EDI) steering group will drive inclusivity in the workplace and focus on gender pay
- We will continue to report ethnicity pay gap even though it is not a mandatory requirement
- We'll survey our colleagues to understand what barriers get in the way of career progression, and create an action plan to tackle this

Our mean gender pay gap is better than the national average 14.9%



£15.22

Mean difference
10.94%



£17.09

Mean is the average hourly rate of pay.

Mean difference last year: 13.9%



£13.50

Median difference
11.76%



£15.30

Median is the middle hourly rate of pay.

Median difference last year: 6.6%

As of April 2022 our workforce was made up of:

All colleagues

188 male, and 246 female



Leadership

8 male, and 5 female



Board members

6 male, and 7 female



Bonus payments

Bonus payments include any rewards related to profit sharing, productivity, performance, or commission based.

Those in receipt of a bonus payment:



We do not operate a bonus scheme, so this figure is based on a small number of roles where there is a separate bonus arrangement in place. It shows that even though there are less females receiving a bonus, they are being paid a higher amount.

Mean

Male: £1,232
Female: £1,820

Mean difference

-48%

Median difference

-13%

Breakdown of workforce pay

When we rank the hourly rate of pay for employees from highest to lowest and divide into four equal parts it gives us quartiles.

This shows the percentage of female and males in each of these quartiles.



Male: 45%
Female: 55%



Male: 59%
Female: 41%



Male: 32%
Female: 68%



Male: 37%
Female: 68%