

Gender Pay Gap Reporting 2024

As at 5th April 2024.



Gender Quartile Split:

	Lower	Low-Mid	Upper-Mid	Upper
Female	59%	53%	42%	13%
Male	41%	47%	58%	87%

Gender Pay Gap:

Mean Gender Pay Gap (hourly rates of pay)	+27%
Median Gender Pay Gap (hourly rates of pay)	+19%
Mean Gender Bonus Gap (bonus pay)	+86%
Median Gender Bonus Gap (bonus pay)	+0%
Female Bonuses (%)	25%
Male Bonuses (%)	30%

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

A handwritten signature in black ink, appearing to read "Douglas Briggs", is written over a light blue horizontal line.

Douglas Briggs

Finance Director