

Data Taken As At 31/03/2024

Gender Make Up

the gender make up of our staff is:



92.22% of Women

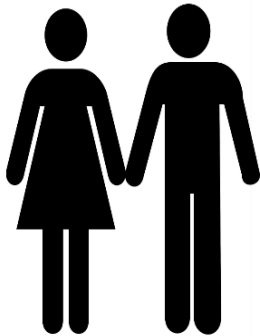


7.78% of Men

Gender Pay Gap

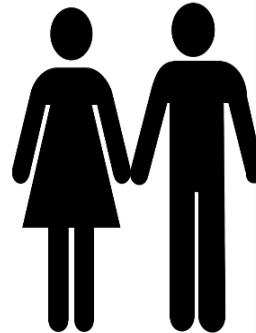
In the gender pay gap is:

Mean Pay Gap



10.4%

Median Pay Gap



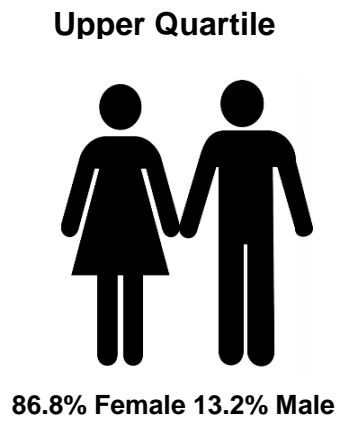
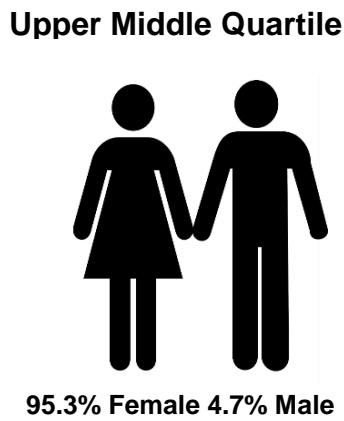
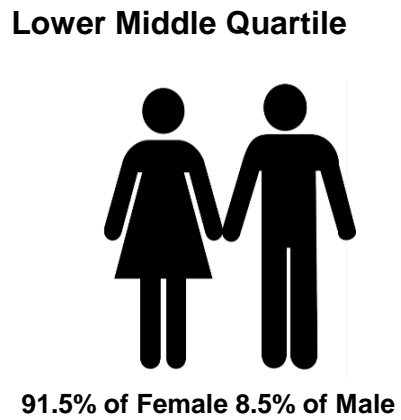
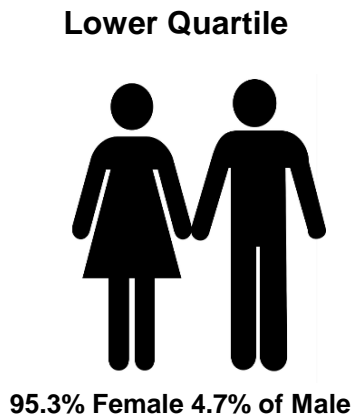
19.9%

Bonus Pay

does not pay bonuses to its staff.

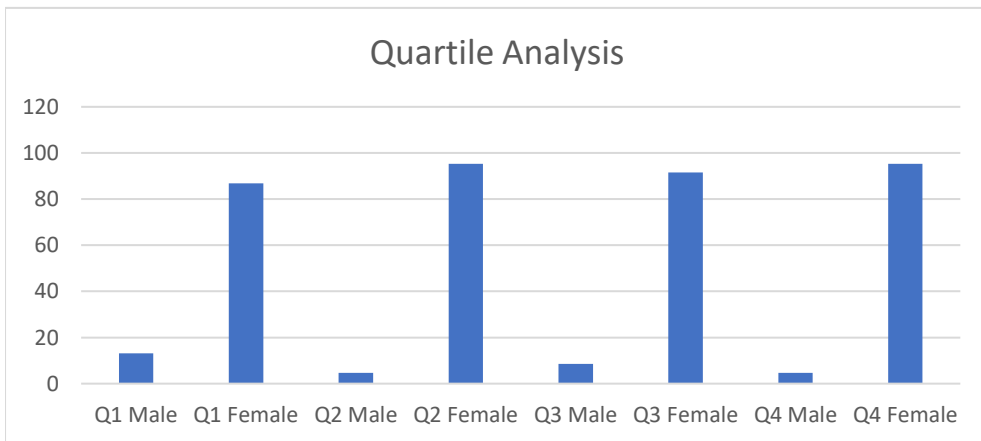
Pay by Quartiles

In the proportion of full-pay men and women in each of the four quartile pay bands is:



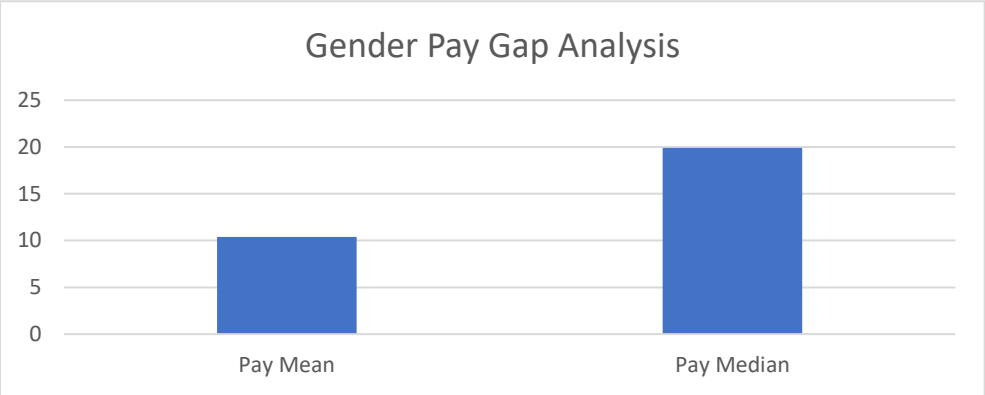
Gender Pay Gap Quartile Chart

Year	Q1 Male	Q1 Female	Q2 Male	Q2 Female	Q3 Male	Q3 Female	Q4 Male	Q4 Female
2024	13.2	86.8	4.7	95.3	8.5	91.5	4.7	95.3



Gender Pay Gap Chart

Year	Pay Mean	Pay Median
2024	10.4	19.9



Requirements:

1	Mean Hourly Rate of Pay for all Male Full Pay Relevant Employees	£21.41
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Total Full Pay Relevant Males 33

Total Sum Full Pay Relevant Males £706.39

2	Mean Hourly Rate of Pay for all Female Full Pay Relevant Employees	£19.18
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Total Full Pay Relevant Females 391

Total Sum Full Pay Relevant Females £7,498.60

3	Median Hourly Rate of Pay for all Male Full Pay Relevant Employees	£20.57
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Total Full Pay Relevant Males 33

MaxFull Pay Relevant Male £45.32

MinFull Pay Relevant Male £11.37

4	Median Hourly Rate of Pay for all Female Full Pay Relevant Employees	£16.48
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Total Full Pay Relevant Females 391

MaxFull Pay Relevant Female £104.47

MinFull Pay Relevant Female £11.37

5	Mean Bonus Pay for all Male Relevant Employees <i>-(Not calculated as None in Org)</i>	£0.00
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6	Mean Bonus Pay for all Female Relevant Employees <i>-(Not calculated as None in Org)</i>	£0.00
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7	Median Bonus Pay for all Male Relevant Employees <i>-(Not calculated as None in Org)</i>	£0.00
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8	Median Bonus Pay for all Female Relevant Employees <i>-(Not calculated as None in Org)</i>	£0.00
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9	Mean Gender Pay Gap	10.4 %
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$((\text{Row 1} - \text{Row 2}) / \text{Row 1}) * 100$

10	Median Gender Pay Gap	19.9 %
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$((\text{Row 3} - \text{Row 4}) / \text{Row 3}) * 100$

11	Mean Bonus Gender Pay Gap <i>-(Not calculated as None in Org)</i>	£0.00
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$((\text{Row 5} - \text{Row 6}) / \text{Row 5}) * 100$

12	Median Bonus Gender Pay Gap <i>-(Not calculated as None in Org)</i>	£0.00
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$((\text{Row 7} - \text{Row 8}) / \text{Row 7}) * 100$

13	Proportion of Males receiving a Bonus payment <i>-(Not calculated as None in Org)</i>	£0.00
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$(A / B) * 100$

A = number of male relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date = 0

B = the number of male relevant employees = 33

14	Proportion of Females receiving a Bonus payment <i>-(Not calculated as None in Org)</i>	£0.00
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$(C / D) * 100$

C = number of female relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date, and; 0

D = the number of female relevant employees = 391

15	UPPER hourly pay quarter - % of Males	13.2 %
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$(E / G) * 100$

E = the number of male full-pay relevant employees in the first quartile = 14

G = the total number of full-pay relevant employees in the quartile = 106

16	UPPER hourly pay quarter - % of Females	86.8 %
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$(F / G) * 100$

F = the number of female full-pay relevant employees in the first quartile = 92

G = the total number of full-pay relevant employees in the quartile = 106

17	UPPER MIDDLE hourly pay quarter - % of Males	4.7
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$(H / K) * 100$

H = the number of male full-pay relevant employees in the second quartile = 5

K = the total number of full-pay relevant employees in the quartile = 106

18	UPPER MIDDLE hourly pay quarter - % of Females	95.3
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$(J / K) * 100$

J = the number of female full-pay relevant employees in the second quartile = 101

K = the total number of full-pay relevant employees in the quartile = 106

19	LOWER MIDDLE hourly pay quarter - % of Males	8.5
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$(L / N) * 100$

L = the number of male full-pay relevant employees in the third quartile = 9

N = the total number of full-pay relevant employees in the quartile = 106

20	LOWER MIDDLE hourly pay quarter - % of Females	91.5	<i>(M / N) x 100</i>
	<i>M = the number of female full-pay relevant employees in the third quartile = 97</i>		
	<i>N = the total number of full-pay relevant employees in the quartile = 106</i>		
21	LOWER hourly pay quarter - % of Males	4.7	<i>(P / R) x 100</i>
	<i>P = the number of male full-pay relevant employees in the fourth quartile = 5</i>		
	<i>R = the total number of full-pay relevant employees in the quartile = 106</i>		
22	LOWER hourly pay quarter - % of Females	95.3	<i>(Q / R) x 100</i>
	<i>Q = the number of female full-pay relevant employees in the fourth quartile = 101</i>		
	<i>R = the total number of full-pay relevant employees in the quartile = 106</i>		