

Gender Pay Statement

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website. We will do this within one calendar year from April 5th each year.

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.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and weekly PAYE payroll records.

Our 2022 findings are as follows –

Gender pay gap - Mean 5.90%
Gender pay gap - Median 5.60%
Bonus gender pay gap - Mean 55.40%
Bonus gender pay gap - Median 64.20%
Proportion receiving a bonus - male 91.10%
Proportion receiving a bonus - female 92.10%
Upper quartile - male percentage 90.40%
Upper quartile - female percentage 9.60%
Upper mid quartile - male percentage 93.20%
Upper mid quartile - female percentage 6.80%
Lower mid quartile - male percentage 75.70%
Lower mid quartile - female percentage 24.30%
Lower quartile - male percentage 89.20%
Lower quartile - female percentage 10.80%

Due to the industry and how manual the job roles are in the organisation, our gender pay gap is quite high.

We are however an equal opportunities employer and also give females the opportunity to work at every level and in every line of work in our organisation where possible.



Vicki Riddell
Group Finance Director