

Gender Pay Gap Report 2020

Hourly Pay		Bonus Pay		In Receipt of Bonus	
Mean	Median	Mean	Median	Male	Female
8.8%	2.7%	46.2%	2.6%	76.7%	84.0%

Quartile	Male	Female
Lower	61.0%	39.0%
Lower Middle	50.6%	49.4%
Upper Middle	77.9%	22.1%
Upper	72.7%	27.3%

I confirm that the information reported meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Heidi Dillaway-Nickson

Managing Director