



Our workforce

We collected our gender pay gap data on the snapshot date of 5 April 2024.

At this time there were 305 people within our workforce, including full time, part time and casual employees. Of those, 30 (10%) were women and 275 (90%) were men. For some of the metrics below, we only include employees who were considered to be ‘full pay relevant employees’ on the snapshot date. This will exclude, for example, employees who were on unpaid/lower paid leave, family related leave, zero earnings etc.

Our pay quartiles

Each pay quartile represents a quarter of our ‘full pay relevant employees’, ranked by pay:

	Number		%	
	Men	Women	Men	Women
Upper quartile	66	3	95.65%	4.35%
Upper-middle quartile	60	10	85.71%	14.29%
Lower-middle quartile	66	4	94.29%	5.71%
Lower quartile	59	11	84.29%	15.71%

Our mean gender pay gap

This is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **1.56%**.

This means that on the snapshot date, the average pay for women was 1.56% less per hour than the average pay for men ie for every £1 a man received, a woman received 98.44p.

Our median gender pay gap

This is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is 1.66 %.

This means that on the snapshot date, the woman in the middle of the female pay range received 1.66% less than the man in the middle of the pay range ie for every £1 a man received, a woman received 98.34p.

Bonus pay

This is the proportions of male and female employees who received bonus pay during the relevant pay period:

Male employees: 2.18 % Female employees: 6.67 %

Our mean bonus pay gap

This is the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our mean gender bonus gap is -23.53%.

In the relevant period, the average bonus pay for women was higher than for men.

Our median bonus pay gap

This is the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our median gender bonus gap is -250%.

In the relevant period, the median bonus pay for women was higher than for men.

The **median pay gap** is calculated by finding the midpoint in employees' hourly pay and discarding the lowest and highest rates of pay or 'outliers.' Therefore, half of the employees' earnings will be above the midpoint and half will be below the midpoint. Often, a median pay gap will be lower than its corresponding mean pay gap.

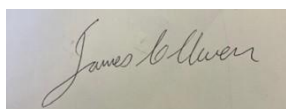
The **mean pay gap** is calculated by adding all employees' rates of pay together and dividing by the total number of employees. The mean includes all of the lowest and highest rates of pay, and therefore reflects the impact of the higher proportion of women working in lower paid roles, and the higher proportion of men in higher paid roles.

From a purely statistical standpoint, the median is considered to be a more accurate measure as it is not skewed by very low hourly pay or very high hourly pay. However, we know the very high paid people tend to be men, and the very low paid people tend to be women, and the mean paints an important picture of the pay gap because it reflects this issue. It is therefore good practice to use both the mean and the median when analysing or reporting on the gender pay gap.

Confirmatory statement

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

Signed:



Name: Jim Niven

Job title: Managing Director

Date of statement: 7 March 2025