











gender pay gap report 2020



As part of our ongoing commitment to equality and diversity we have published our third Gender Pay Gap Report. We understand that a diverse workforce enriches the workplace and properly reflects the communities we serve. We will continue to monitor pay across grades and genders to ensure we are meeting our statutory requirements. We have a number of 'people' related strategies in place, and moving forward we will continue to monitor pay scales, will be involved in the Kick Start initiative for young people, and will benchmark against other organisations.

Gender Pay Gap

	Mean	Median
	£16.08	£14.53
	£16.47	£14.08
Pay gap	-0.39%	-0.45%
% pay gap	-2.4%	-3.1%

Lower quartile		Lower middle quartile	
Minimum	£4.53	Minimum	£12.49
Maximum	£12.49	Maximum	£14.53
 34.1%	 65.9%	 58%	 42%
Upper middle quartile		Upper quartile	
Minimum	£14.53	Minimum	£17.20
Maximum	£17.20	Maximum	77.76
 51.2%	 48.8%	 45.7%	 54.3%

Gender Bonus Gap

	Received a Bonus	Mean	Median
	6.5%	£258	£300
	20.9%	£232	£200
% bonus gap		10%	33%

Understanding the figures

The mean gender pay gap is 39 pence, with the median at 45 pence difference. Females on average earned more per hour than males. The difference in the lower quartile between males and females is due to the larger number of women in part time employment.

This report is a 'snapshot' of data collected on 5 April 2020. At the date of snapshot we had 328 employees.