

Gender Pay Gap

Following the introduction of new UK legislation all employers with 250 or more UK employees are required to disclose information about their gender pay gap on an annual basis from April 2017.

Definition and calculation of a gender pay gap

The 'gender pay gap' is the difference in the average hourly rate of pay between all relevant fully paid men and women in a company. It is different to 'equal pay' which is the difference in pay between a man and a woman who carry out the same, similar or work of equal value in a company.

Percentage difference mean hourly rate of pay	11.9%
Percentage difference median hourly rate of pay	18.7%
Bonus Pay Mean GPG	0%
Bonus Pay Median GPG	0%

Pay Quartiles

Proportion in each quartile band	men	women
Top quartile	92%	8%
Upper middle quartile	99%	1%
Lower middle quartile	61%	39%
Lower quartile	62%	38%

Person responsible for employer's report: Chris Hayter, Chairman