

## Gender Pay gap report 2016/17

Based on pay date 5th April 2017

The information in this report is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Proportion of males and females in each pay quartile

*Shows the proportion of men and women in different pay bands, with the workforce divided into four equal parts.*

	Males	Females
Upper quartile	19%	81%
Upper middle quartile	21%	79%
Lower middle quartile	21%	79%
Lower quartile	16%	84%

### Pay gap

*The difference in hourly pay between all men and all women, expressed as a percentage of men's earnings at the pay date.*

Mean gender pay gap in hourly pay -6.1%

*The difference in the average hourly rate of men's and women's pay.*

Median gender pay gap in hourly pay 0.0%

*The difference between the midpoints in the ranges of men's and women's pay.*

### Proportion of males and females receiving a bonus payment

*The percentage of men and women who received a bonus in the 12 months preceding the pay date.*

	Males	Females
	0.8%	2.3%

### Bonus gap

*The percentage difference in total bonus payments made to men and women in the 12 months preceding the pay date, expressed as a percentage of men's earnings.*

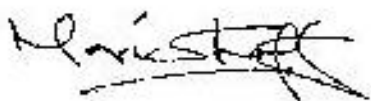
Mean bonus gender pay gap -1178.6%

*The difference in the average of men's and women's bonus payments*

Median bonus gender pay gap -200.0%

*The difference between the midpoints in the ranges of men's and women's bonus payments*

Our pay and bonus gaps reflect the lower proportion of men in all our quartiles and that each quartile is consistent with our significant majority of the workforce being women.



Mario Kreft M.B.E  
Director

22nd March 2018