



GENDER PAY GAP REPORT 2020

AUTHOR: GROUP DIRECTOR OF PEOPLE & LEARNING

RESULTS

1)	Mean gender pay gap		-2.98%
	Male mean hourly rate	11.08	
	Female mean hourly rate	11.41	
2)	Median gender pay gap		-4.65%
	Male median hourly rate	9.68	
	Female median hourly rate	10.13	
3)	Mean bonus gender pay gap		0.00%
	Male mean bonus pay between 6/4/19 and 5/4/20	0.00	
	Female mean bonus pay between 6/4/19 and 5/4/20	0.00	
4)	Median bonus gender pay gap		0.00%
	Male median bonus pay between 6/4/19 and 5/4/20	0.00	
	Female median bonus pay between 6/4/19 and 5/4/20	0.00	
5)	Proportion of males and females receiving a bonus payment		
	Number of males receiving a bonus between 6/4/19 and 5/4/20	0.00	
	Number of relevant males in period	77.00	0.00%
	Number of females receiving a bonus between 6/4/19 and 5/4/20	0.00	
	Number of relevant females in period	257.00	0.00%
6)	Proportion of males and females in each quartile band		
	Employees in lower quartile	85	
	Female	63	74.12%
	Male	22	25.88%
	Employees in lower middle quartile	81	
	Female	62	76.54%
	Male	19	23.46%
	Employees in upper middle quartile	83	
	Female	63	75.90%
	Male	20	24.10%
	Employees in upper quartile	85	
	Female	69	81.18%
	Male	16	18.82%

I certify the information here to be a true and accurate representation

J. A. Crockett

Group Director of People & Learning