

This is the snapshot date on 5th April 2020.

- Our mean gender pay gap is **[16.45]%**.
- Our median gender pay gap is **[6.68]%**.

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Range (Hourly Rate)	Males	Females	What is included in this band?
A – The lower quartile	£11.98 – £20.13	[65]%	[35]%	All employees whose standard hourly rate is within the lower quartile
B – The lower middle quartile	£20.13 – £22.52	[70]%	[30]%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C – The upper middle quartile	£22.69 – £26.35	[77]%	[23]%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D – The upper quartile	£26.35 - £138.96	[76]%	[24]%	All employees whose standard hourly rate is within the upper quartile

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