

GENDER PAY GAP REPORTING 2018

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

The figures as presented below have been calculated using the 'snapshot' date of 5 April 2018.

The results of the gender pay gap is as follows:

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	70.77%	55.38%	95.38%	51.52%
Female	29.23%	44.62%	4.62%	48.48%

Male	Mean	£15.19
	Median	£12.56
Female	Mean	£14.27
	Median	£13.06

261 Staff members

Mean difference: 6.06%

Median difference: -3.98%

From the results, it would appear that the female median pay is slightly higher than the male median pay, as we employ more females in the median range than males.

However, the mean pay for males is slightly higher than the female mean pay (but it has come down by 9 pence since last year) as we employ more males than females in our senior management structures. The difference stands at females being paid 6.06% less overall than their male counterparts.

I confirm that the information presented is an accurate snapshot of the information held at the time of the reporting period.



Ffrancon Williams

Chief Executive



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