

# Gender Pay Gap Report

Snapshot date 5 April 2020

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## Gender Pay Gap Data

Mean Gender Pay Gap	7.7%
Median Gender Pay Gap	-5.7%
Mean Bonus Pay Gap	77.3%
Median Bonus Pay Gap	0.4%
% Male employees who received a bonus	53.2%
% Female employees who received a bonus	6.5%

## Quartiles

	Male	Female
Upper	86.5%	13.5%
Upper Middle	88.3%	11.7%
Lower Middle	98.2%	1.8%
Lower	88.3%	11.7%

This statement is accurate in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gareth Jenkins  
CEO

