

GROUP GENDER PAY GAP DASHBOARD - APRIL 2023

GENDER PAY GAP

Hourly pay difference

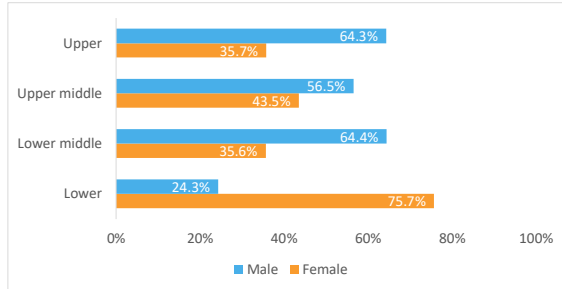
Mean

14.2%

Median

16.0%

Pay quartiles



BONUS PAY GAP

Bonus pay difference

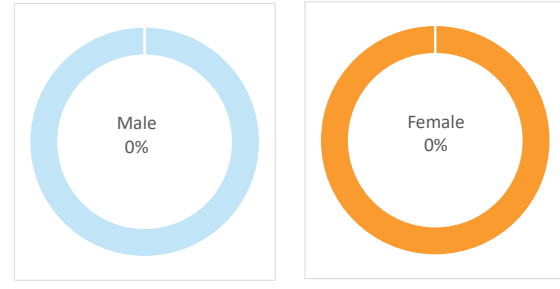
Mean

0.0%

Median

0.0%

Proportion of employees receiving a bonus



UNDERSTANDING THE GAP

THE MEAN & MEDIAN

Mean - the average. The total of all hourly rates divided by the number of employees.

Median - the middle value. The mid point of hourly rates when listed from highest to lowest.

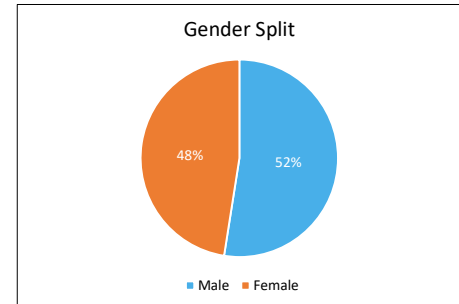
RESULTS

- Mean gender pay gap - women's hourly rate of pay is 14.2% less than male colleagues.
- Median gender pay gap - women's median hourly rate of pay is 16.0% less than male colleagues.
- Pay quartiles - Men are the dominant gender in all but the lower quartile.
- Bonus pay gaps - there is no bonus scheme for the group.

EXPLANATION

• The mean and median pay gaps are driven by the gender splits between different roles. Female employees are over-represented in the lower paying administration roles and under-represented in operative roles. The pay gaps have increased since last year (mean - 8.6%, median - 11.8%) due to the male dominated roles receiving larger pay increases.

• The spread of male and female employees through the quartiles is driven by female employees filling the majority of the lower paying administration roles. The quartiles are broadly the same as the prior year, except for a 5% increase in female colleagues in the lower quartile.



GENDER PAY GAP BY AGE

GROUP

