

## Gender Pay Gap – 31 March 2024

Size of organisation category	500 to 999	
<b>Actual staff numbers</b>	920	
Difference in mean hourly rate of pay	16.9%	
Difference in median hourly rate of pay	24.79%	
Difference in mean bonus pay	0%	
Difference in median bonus pay	0%	
	<b>Male</b>	<b>Female</b>
Percentage + (actual) split of employees by gender	12% (114)	88% (806)
<b>Employees by pay quartile</b>		
Upper quartile	14.1%	85.9%
Upper middle quartile	15.6%	84.4%
Lower middle quartile	13.3%	86.7%
Lower quartile	7.4%	92.6%
Percentage of employees who received bonus pay	0%	0%