

Gender Pay Gap Report

Mean

The mean male hourly rate is £19.42

The mean female hourly rate is £14.86

The mean gender pay gap is 23.48%

Median

The median male hourly rate is £21.07

The median female hourly rate is £10.60

The median gender pay gap is 49.69%

Quartiles

Maximum rate

Quartiles	Number of Employees per Quartile	Male Total per Quartile	Male % per Quartile	Female Total per Quartile	Female % per Quartile	Hourly Rate	Range
1	63	9	14.29%	54	85.71%	£8.54	£0.00-£8.54
2	63	12	19.05%	51	80.95%	£12.81	£8.54-£12.81
3	62	11	17.74%	51	82.26%	£23.33	£13.10 -£23.33
4	62	25	40.32%	37	59.68%	£55.70	£23.33-£55.70
Total	250	57		193			