



Gender Pay Gap Report - 5 April 2022

Introduction

All UK organisations with over 250 employees are required to share details of their Gender Pay and Bonus Gaps; the percentage of men and women receiving a bonus; and the proportions of men and women in each pay quartile of our workforce.

What is gender pay gap reporting?

The gender pay gap is described as:

- the difference in the mean (add up all the numbers and then divide by the number of numbers) pay of full-time equivalent (FTE) men and women, expressed as a percentage;
- the difference in the median ("median" is the "middle" value in a list of numbers. To find the median, your numbers have to be listed in numerical order from smallest to largest) pay of FTE men and women, expressed as a percentage;
- the number of FTE men and women in each of four quartiles pay bands (lower, lower middle, upper middle, upper).

The gender pay gap looks at differences in the average earnings of men and women regardless of their role or seniority, which can result from a number of factors including differences in the sorts of jobs performed by men and women.

It is separate from equal pay, which focuses on the pay differences between men and women performing the same or similar work, and which our pay system successfully protects against.

The data is taken on a snapshot data of the 5th April each year.

Our gender pay gap metrics as at 5 April 2022

The gender distribution for full-pay relevant employees included in this report is 18% male and 82% female, compared to 2021 which reported 33% male and 67% female.

After undertaking the gender pay gap reporting exercise for the second year running we are pleased to report that there has been a decrease in the median difference of the hourly rate of pay between men and women from 2.7% in 2021 to -1.11% in 2022, and the mean pay

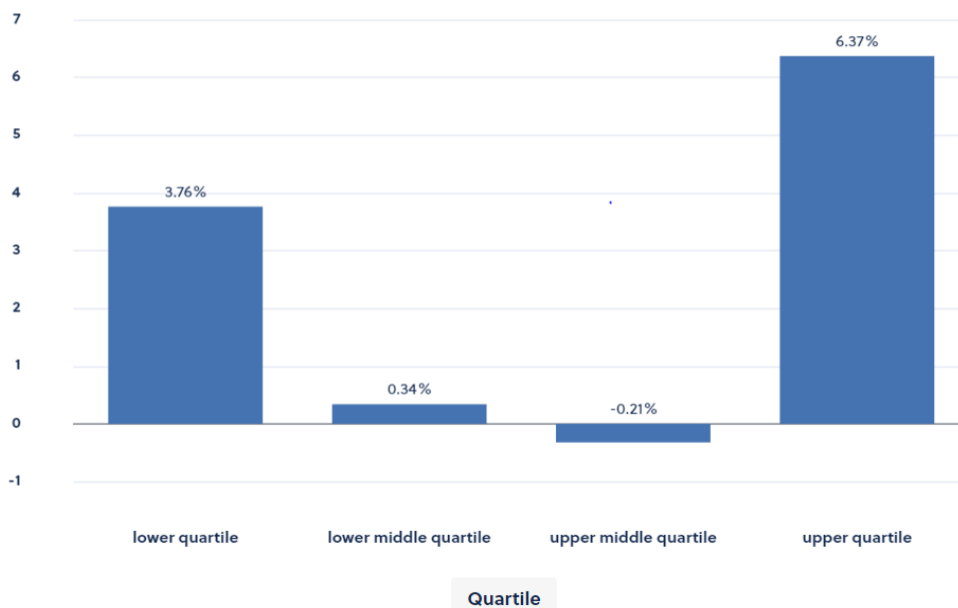
gap has reduced from 2.5% in 2021 to 0.12. Overall across the organisation this is a very small gender pay gap and very close to 0% which is the target.

The percentage of male employees receiving a bonus was 75.41% and female employees 84.56%. Bonus payments are comprised of the bi-annual bonus awards and £10 Christmas voucher.

Our workforce has been divided into 4 equally sized groups ranging from the lowest to the highest paid employees. Each Quartile has its own separate pay gap, comparing them shows what levels of pay present any key imbalances.. The lowest quartile is the group that are paid the least, and the highest quartile are paid the most.

- The mean gender pay gap in the lower quartile is 3.76%.
- The mean gender pay gap in the lower middle quartile is 0.34%.
- The mean gender pay gap in the upper middle quartile is -0.21%.
- The mean gender pay gap in the upper quartile is 6.37%.

Pay Gap (%)



We recognise our largest gender pay gap between men and women is within our upper quartile range. We will seek to pay particular attention to this when reviewing the 2023 data.



To maintain our small gender pay gap we must continue to benchmark all salaries externally to ensure our compensation is fair, competitive, and reflects our charitable status. We follow the principle of fair pay, so the salaries our people receive are fair for the job they do and in line with the external job market.

We continue to review and manage the span of our pay grades to provide greater equality for people undertaking the same or similar roles at the same level.

End.