



**Gender Pay Gap Statement
As at April 2017**

Pay - Hourly rate

The Difference between Men and Women

Median hourly rate: **0.7%**
Mean Hourly Rate: **18.2%**

Pay Quartiles

The Proportion of Men and Women in each Pay Quartile

	Male (Percent)	Female (Percent)	Male (Number)	Female (Number)	Total (Number)
Lower Quartile:	15.9%	84.1%	10	53	63
Lower Middle Quartile:	9.4%	90.6%	6	58	64
Upper Middle Quartile:	14.3%	85.7%	9	54	63
Upper Quartile:	28.6%	71.4%	18	45	63
Totals:	17.0%	83.0%	43	210	253

Pay - Bonus Pay

The Proportion of Men and Women receiving Bonus Pay

Men: **0.0%**
Women: **0.0%**

The Difference between Men and Women

Median Bonus Pay: **0.0%**
Mean Bonus Pay: **0.0%**

No Bonus Pay was paid during this reporting period.

I confirm that the data reported is accurate.

C J Hendy

Finance Director

March 2018