



2017 Gender Pay Gap Report

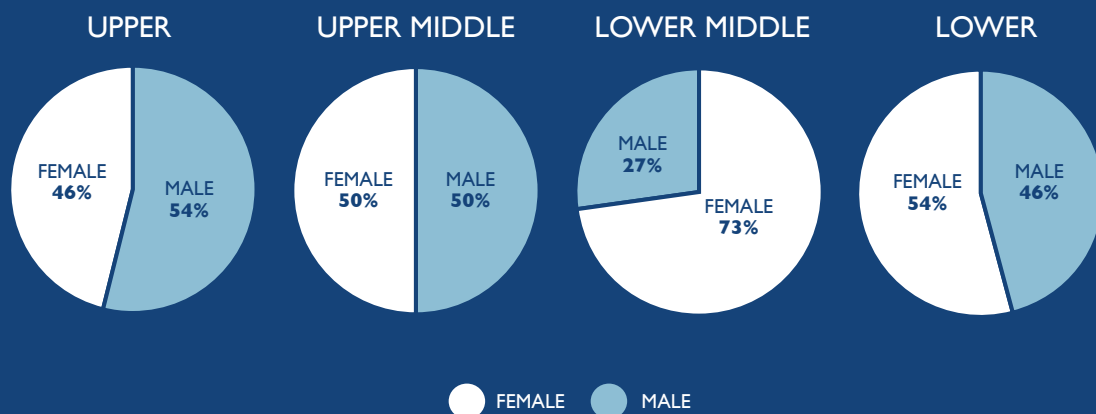
The table below shows our mean and median gender pay gap based on hourly rates of pay as at the 5th April 2017

	Mean	Median
Hourly Rate	19%	11%
Bonus	39%	50%

Proportion of colleagues receiving a bonus for period

Male 13%
Female 9%

Proportion of males and females in each pay quartile



I confirm that this data is accurate

Gavin Marsh - Finance Director