



2018 Gender Pay Gap Report

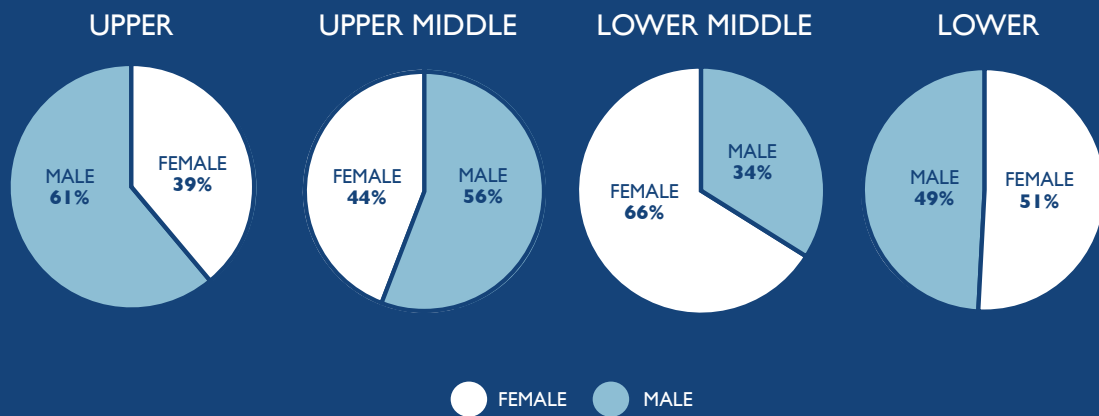
The table below shows our mean and median gender pay gap based on hourly rates of pay as at the 5th April 2018

	Mean	Median
Hourly Rate	22%	9%
Bonus	69%	0%

Proportion of colleagues receiving a bonus for period

Male 60%
Female 59%

Proportion of males and females in each pay quartile



I confirm that this data is accurate

Gavin Marsh - Finance Director