



# 2020 Gender Pay Gap Report

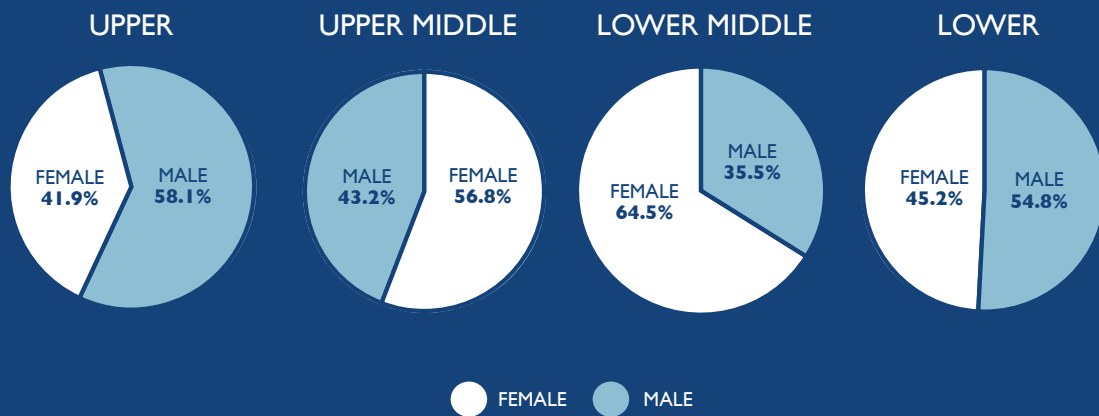
The table below shows our mean and median gender pay gap based on hourly rates of pay as at the 5th April 2020

	Mean	Median
Hourly Rate	15%	3%
Bonus	65%	0%

Proportion of colleagues receiving a bonus for period

Male 49%  
Female 44%

Proportion of males and females in each pay quartile



I confirm that this data is accurate

Gavin Marsh - Finance Director