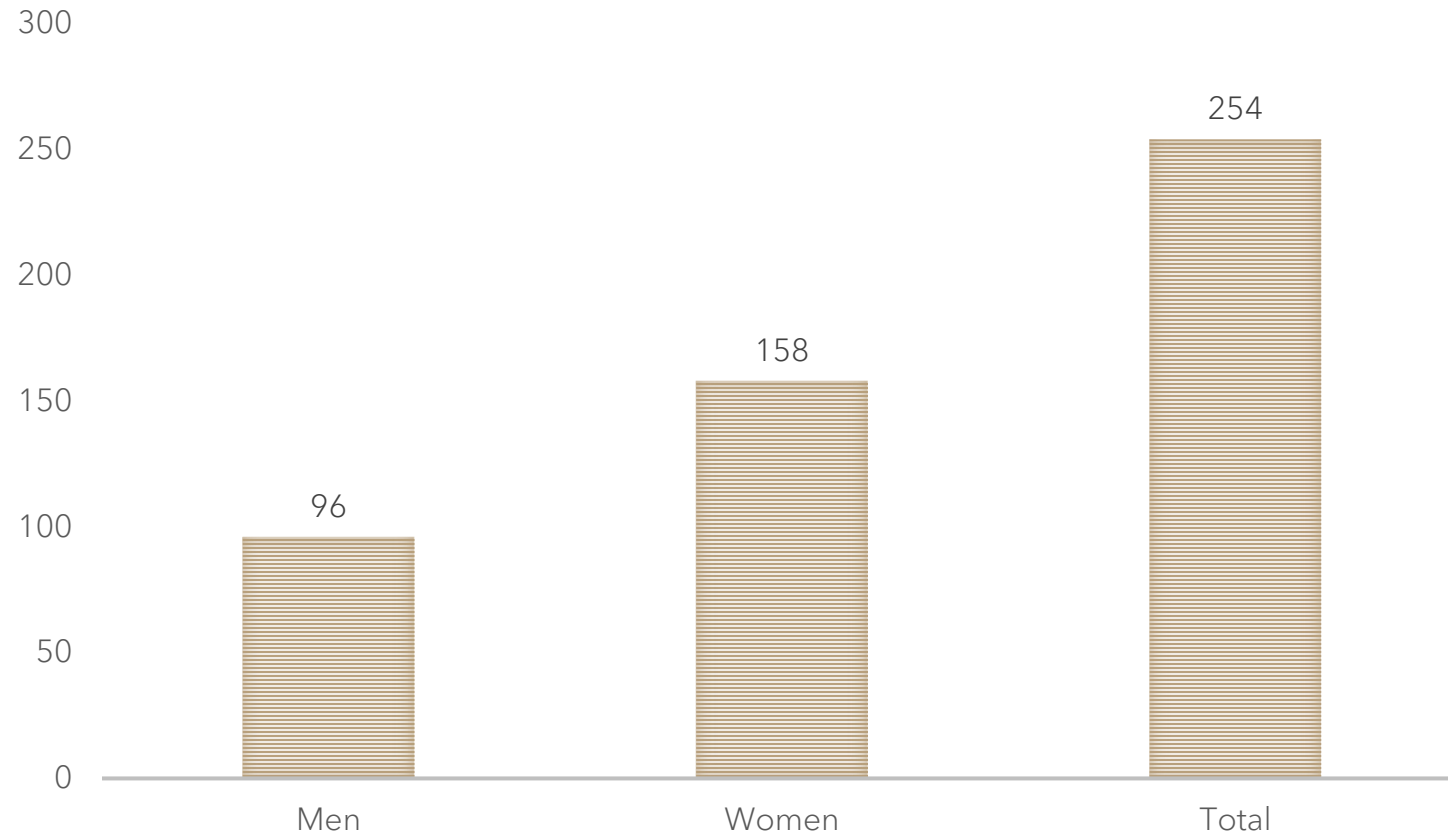


**Snapshot Date: 30<sup>th</sup> June 2024**  
**Reporting Period: 30<sup>th</sup> June 2023-**  
**30<sup>th</sup> June 2024**  
**Reporting Date: 31<sup>st</sup> December**  
**2024**

GENDER PAYGAP REPORTING



# Gender Breakdown



Female Gender- 62%  
Male Gender- 38%

# **Bonus and Benefit in Kind (BIK)**

**% of male and female employees who received Bonuses & Benefit in Kind**

Bonus

The proportion of relevant employees of the male gender who were paid Bonus remuneration= 2.1%

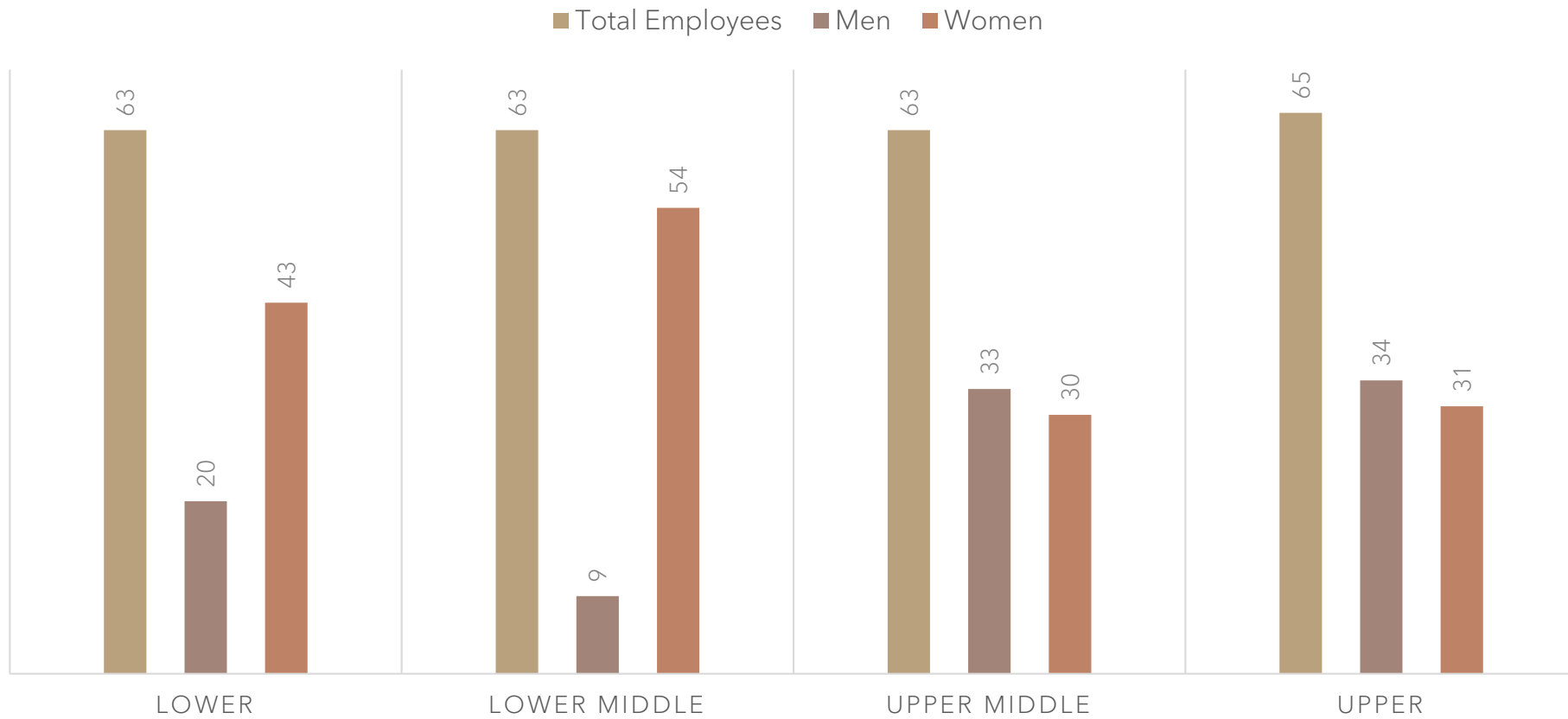
Total number of males in the workforce= 96

The proportion of relevant employees of the female gender who were paid Bonus remuneration= 1.9%

Total number of females in the workforce= 158

\*\*\*relevant employees of male and female gender are those who are in management positions, i.e Heads of Department or Senior Managers

# Gender Paygap by Quartiles



**The difference between the mean hourly remuneration of all relevant employees of male gender in comparison to all relevant employees of female gender.**

All Employees	Part Time Employees	Employees receiving a bonus
Mean Rate of Pay	Mean Rate of Pay	Mean -31.2%
Male 14.73	Male 13.06	
Female 13.69	Female 12.97	
Difference 7.06%	Difference 0.46%	
Median	Median	Median 17.5%
Male 12.80	Male 11.80	
Female 12.80	Female 12.80	
Difference 0%	Difference -7.8%	