



## Gender Pay Gap Report 2023

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

We can use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.
- How effectively talent is being maximised and rewarded.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.

**We reward all our staff fairly within an incremental pay system. This provides equal progression for both male and female staff. In addition we have policies in place that support gender equality (e.g. flexible working and maternity, paternity leave and shared parental leave policies).**

Below is the statutory information of our results at the snap shot requirement of 05.04.2023:

Mean gap	34.9%
Median gap	28.3%
Males in bottom quartile	32%
Females in bottom quartile	68%
Males in 2nd quartile	54%
Females in 2nd quartile	46%
Males in 3rd quartile	78%
Females in 3rd quartile	22%
Males in top quartile	78%
Females in top quartile	22%

### Actions to help close the gap:

- We encourage career development across genders and seniority levels of the organisation through in house and external training and development.
- We support requests for flexible working and have a good mix of full time and part time colleagues.

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- Our recruitment and selection procedure aims to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- We also adopt a values-based approach to candidate selection: we're interested in finding the right people for our organisation, not simply those who have sector experience.
- Interviews are structured with same questions asked of all candidates, answers are graded based on the criteria.
- To promote diversity we consider methods for attracting applicants of a specific gender for roles where there is an existing gender imbalance. For example we target demographic categories such as males, people aged 55 or over and school-leavers including those categories that are already well-represented in our organisation.
- We constantly review our recruitment and employment policies to ensure they are non discriminatory.

I confirm that the published information in relation to the gender pay gap is accurate.

Mike Grimwood  
**MANAGING DIRECTOR**