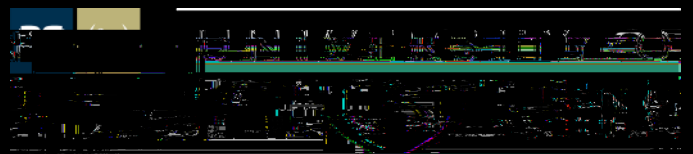


Gender Pay Gap Report

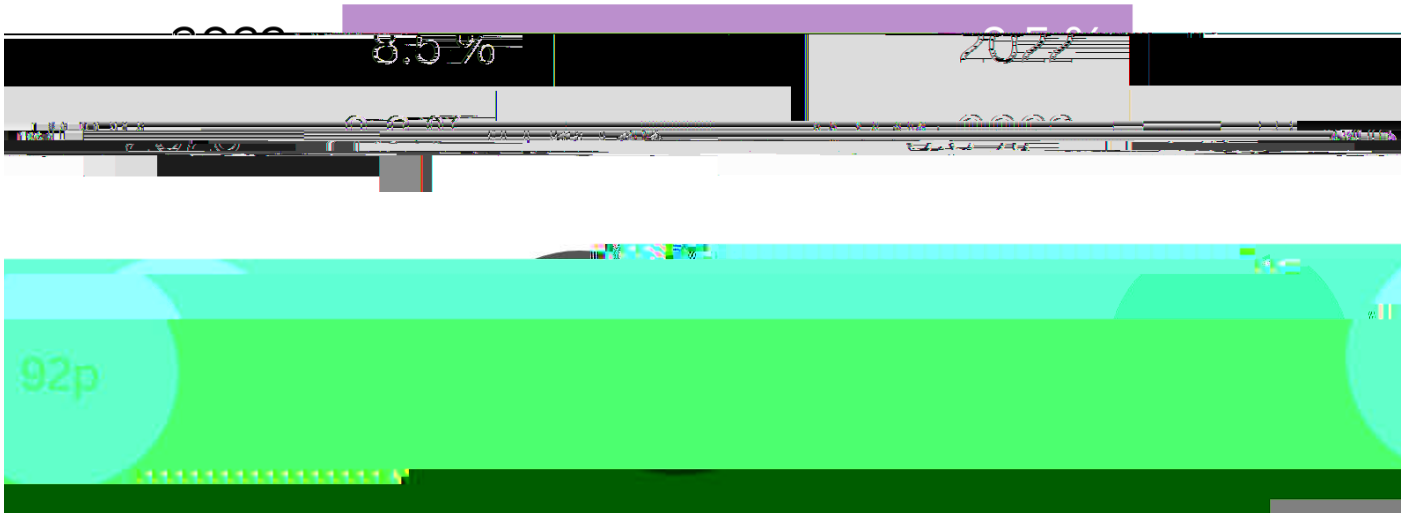
2023/24



Percentage of female and male staff

Median gender pay gap for hourly pay

The median gap in hourly pay between female and male employees on 31 March 2023, compared to 31 March 2022, is shown in purple below



The median hourly pay gap reduced by 0.2% from 8.5% in 2022 to 8.3% in 2023. In 2023, women earned 92p for every £1 a man earned, when comparing the median hourly pay rate.

Mean gender pay gap for hourly pay

The mean hourly pay gap between female and male employees on 31 March 2023, compared to 31 March 2022, is shown in green below



The mean hourly pay gap reduced by 0.3% from 11.6% in 2022 to 11.3% in 2023. In 2023, women earned 89p for every £1 a man earned, when comparing the mean (average) hourly pay rate.

