

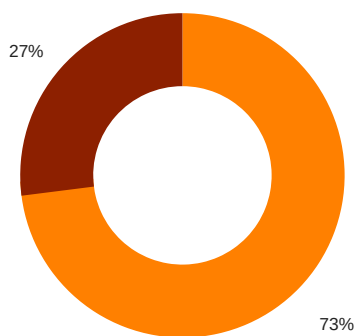
## Gender Pay Gap

	Mean	Median
Pay Gap	-0.6%	0%
Bonus Gap	0%	0%

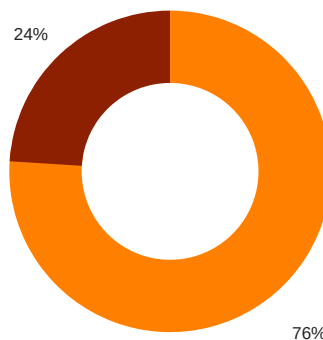
"Women earn £1 for every £1 that men earn when comparing median hourly rates. When comparing mean hourly wages, women's mean hourly rate is 0.6% higher than men"

"No employees receive a bonus, therefore the proportion of male employees receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%"

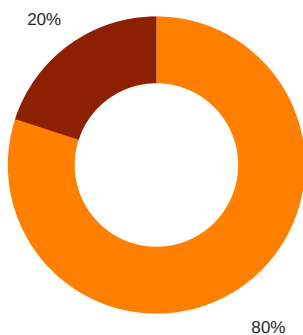
## Pay Quartiles by Gender



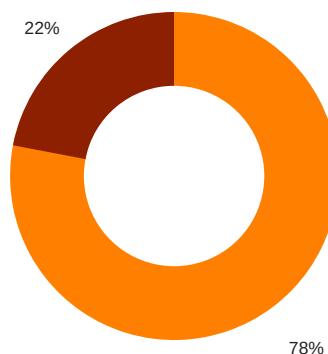
Lower Quartile



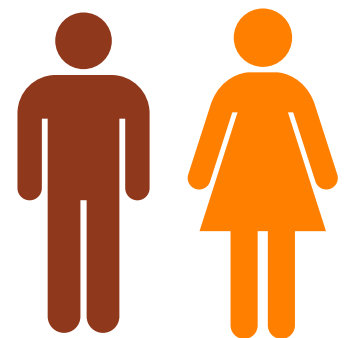
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



“ we are confident that the gender pay gap report indicates that there is very little differential between the rates of pay for women and men. Generally, in line with the health and social care sector, we employ more women than men and this is also reflected in our senior management positions where 85% are female and 15% are male. To identify any trends we will be monitoring the numbers of men and women applying for our roles as well as those leaving and monitor the gender pay gap data to identify any relevant actions ”