



# Gender Pay Gap Report

**2023**

# Message from our CEO

This is our second year reporting on our gender pay gap. Our pay gap figure remains close to neutral. We will continue to strive to maintain that standard into 2024 and beyond.

Gender pay gap reporting and actions are part of a wider diversity programme in the organisation. In 2023 we maintained our Investors in Diversity Bronze award and we are building on this achievement to progress to the Silver award.

Our Leadership team have all completed Inclusive Leadership training and we have established a Respect and Inclusion working group of which I am a member.

These actions and those specific to gender diversity will support our ongoing efforts to maintain a neutral pay gap.

*Catherine Kenny*  
CEO



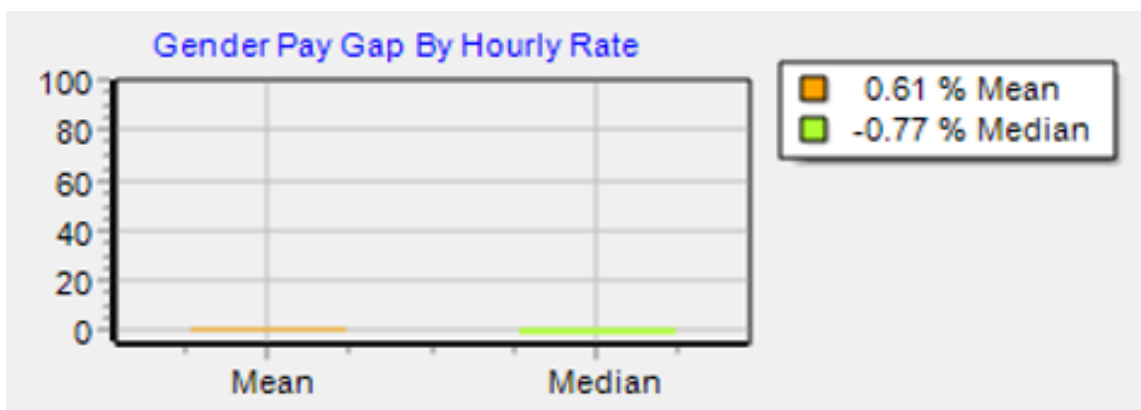
# Pay gap requirements and results

Our mean (average) and median hourly gender pay gap is close to neutral. Like all organisations with over 250 staff we are required to report on our gender pay gap and our snapshot date was 30th June 2023.

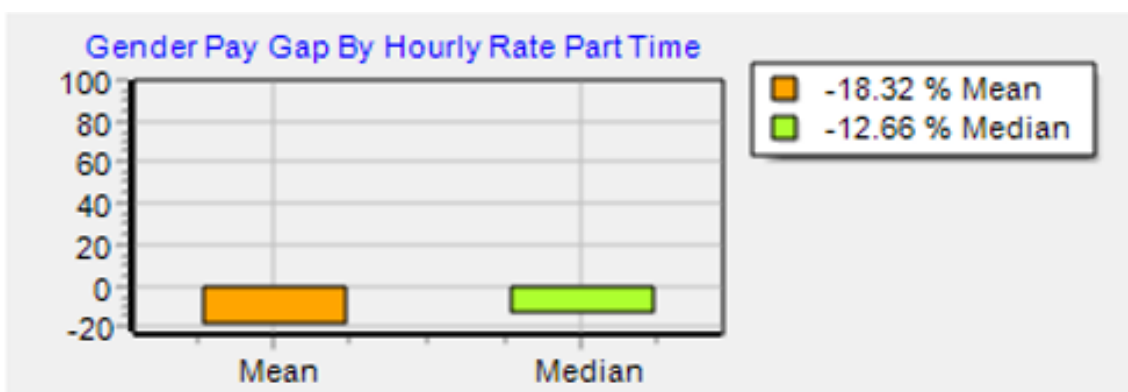
The calculation to determine the mean gender pay gap is: male hourly pay subtract female hourly pay divided by male hourly pay.

The details reported are:

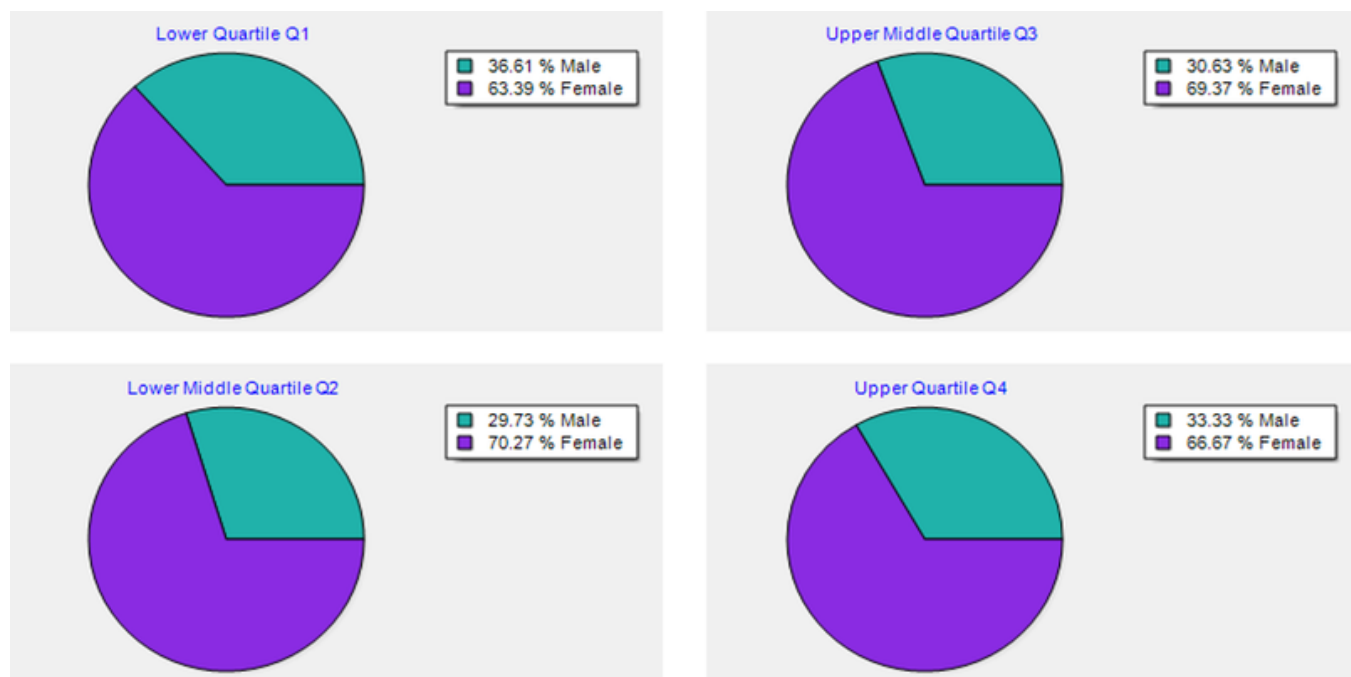
1. The mean and median pay gap in hourly pay between male and female employees



2. The mean and median pay gap in hourly pay between part-time male and female employees



### 3. The percentage of male and female employees in each of four pay band quartiles



The other reporting requirements set out in the legislation are not applicable;

- The mean and median pay gap in hourly pay between temporary male and female employees (no temporary contracts in the relevant reporting period)
- The mean and median bonus pay gap between male and female employees
- The percentage of male and female employees who received bonus pay
- The percentage of male and female employees who received benefit in kind

# Understanding our pay gap

The gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience. It does not indicate discrimination or bias, or even an absence of equal pay for equal value work.

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle. As the median pay gap is in favour of females it results in minus percentage figures.

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

The sector in which we work is female dominated and almost 70% of our employees are female. Female representation is strong at all levels in the organisation including in senior leadership roles.



# Addressing our pay gap

Our hourly gender pay gap is close to neutral and we are committed to maintaining a neutral pay gap. We will do this by continuing good practice in the areas of:

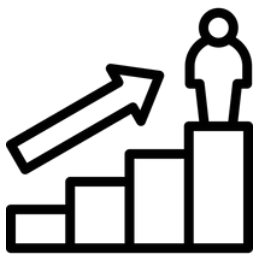


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