



Gender Pay Gap Reporting

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

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data.

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

Women's mean hourly rate is: 9.37% less

Mean pay per hour for men: £19.69

Mean pay per hour for women: £17.85

Difference in pay: £1.85

Women's median hourly rate is: 13.28% less

Median pay per hour for men: £18.40

Median pay per hour for women: £15.96

Difference in pay: £2.44

Quartiles	Men	Women
Lower quartile	23%	77%
Lower middle quartile	28.4%	71.6%
Upper middle quartile	27.9%	72.1%
Upper quartile	33.6%	66.4%

Women's mean bonus pay is: 17.72% more

Women's median bonus pay is: 28.57% more

Proportion of men who received bonus: 1.31%

Proportion of women who received bonus: 0.78%

Dougie Dryburgh
Chief Executive Officer

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Group HR Director