

23.09.2021

Gender pay gap reporting 2019-2020

Supporting statement

Gender Pay Gap Reporting

2019-2020 Reporting Year

Due to the Coronavirus pandemic, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) took the decision to suspend enforcement of the gender pay gap deadlines for the reporting year (2019/20).

We have still decided to include our data for this reporting year and as of the snapshot date of 5 April 2019. We feel this is important for both transparency and also to ensure we can continue to measure progress year on year.

Our full statement and the actions we are taking to address our gender pay gap are covered by the statement for the 2020-2021 reporting year.

Gender Pay Gap / Bonus Gender Pay Gap

	Mean (%)	Median (%)
Pay	11.6%	6.9%
Bonus	18.4%	14.3%

The proportion of females and males in each quartile pay band

Quartile	Female (%)	Male (%)
Highest	30.0%	70.0%
2nd	46.7%	53.3%
3rd	46.7%	53.3%
Lowest	50.0%	50.0%

Percentage of staff receiving a bonus

Female (%)	Male (%)
73.1%	78.7%



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