



Gender Pay Gap: 2019-2020

The Gender Pay Gap data below covers the 2019-2020 reporting period, with the data reporting point at 31 March 2020.

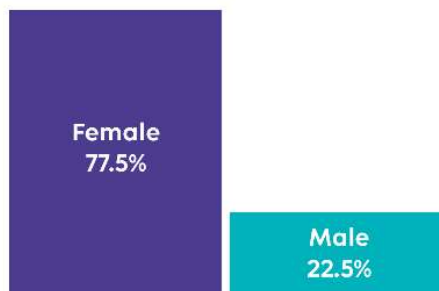
Due to the Covid-19 situation, the Government Equalities Office and the Equality and Human Rights Commission (EHRC) took the decision to suspend Gender Pay Gap reporting in 2020. And while the size of our organisation (under 250 employees) also means that we are not required to report our Gender Pay Gap data for this period, we choose to do so in the interest of transparency and openness.

It should be noted that in an organisation of this size, a small change in employee numbers can cause a significant shift in our Gender Pay Gap.

2019 - 2020 Gender Pay Gap results

Mean gender pay gap 17.7% **Median gender pay gap** 19.1%

Workforce by gender



Proportion of women and men in each pay quartile

