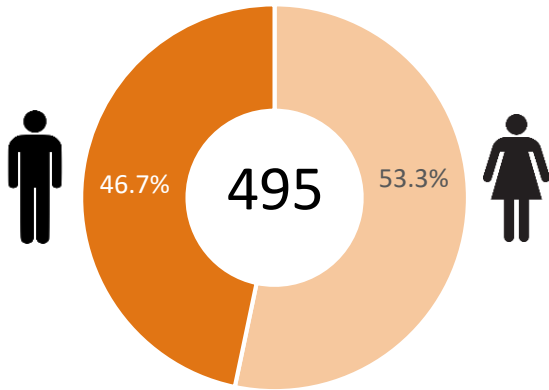## 2020/21 Summary

Total Employees:

46.7% | 495 | 53.3%
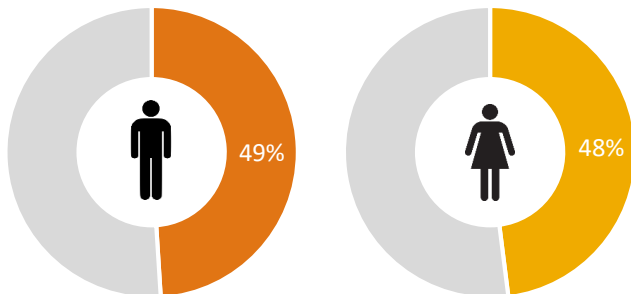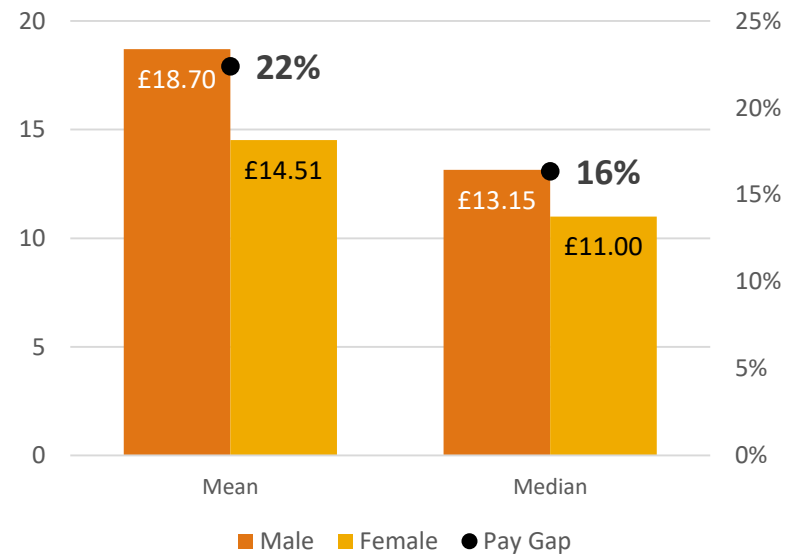
Data based on specified snapshot date: 5th Apr 2020

Hourly pay is based on basic salary and allowances plus any bonus earned in the snapshot month, including ad-hoc payments.

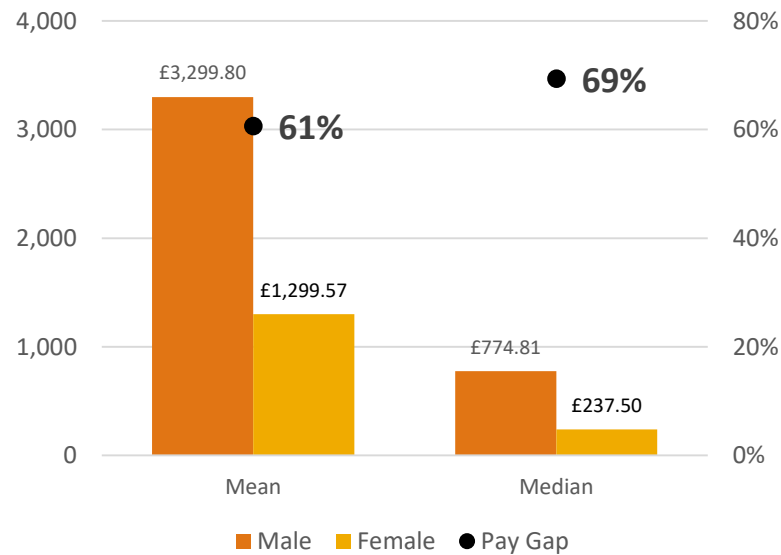Bonus pay is calculated over a 12m period prior to snapshot date.

Employees Earning Bonus
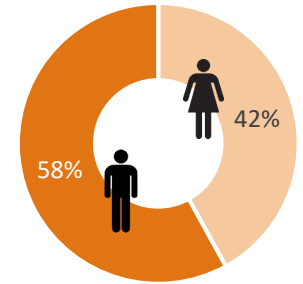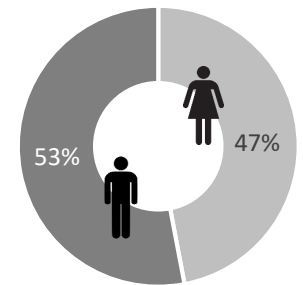
49% | 48%

Hourly Pay:

£18.70 — 22%
£14.51
£13.15 — 16%
£11.00

Mean | Median

■ Male ■ Female ● Pay Gap

Bonus Pay:

£3,299.80 — 61%
£1,299.57
£774.81 — 69%
£237.50

Mean | Median

■ Male ■ Female ● Pay Gap

Upper Quartile:

58% | 42%

Upper Middle Quartile:

53% | 47%

Lower Middle Quartile:

40% | 60%

Lower Quartile:

39% | 61%