



Mitchell Stephenson
Gender Pay Gap Report
April 2021

Report Methodology

A gender pay audit involves comparing the pay of women and men, investigating the causes of any gender pay gaps and closing any gaps that cannot be satisfactorily explained on grounds other than sex.

In April 2017, the Government's compulsory gender pay reporting became a legal requirement for all businesses employing more than 250 staff.

The audit is not simply a data collection exercise. It entails a commitment to put right any pay inequalities and this means that there should be involvement and

support from managers within the organisation to deliver necessary changes.

Mitchell Stephenson's proprietary tool is designed to rigorously test the fairness of our organisation's pay system through a variety of different tasks by analysing the required cross-sections of the organisation.





These include probing the pay differences between males and females for hourly pay and bonuses.

The output of this analysis indicates where, if at all, any risk and potential exposure exists. Additionally, it supports steps 2 and 3 below and simplifies the ongoing monitoring.

For both males and females, the essential features that have been analysed in this report are the base hourly full pay rates and bonus payments for all relevant employees.

The outcomes provided through our analysis highlight:

- The differences in mean hourly pay
- The differences in median hourly pay
- The differences in the mean and median bonus payments
- The total distribution of bonuses to male and female employees
- The percentage of male and female employees in each hourly rate quartile.

In our conclusions you will find:

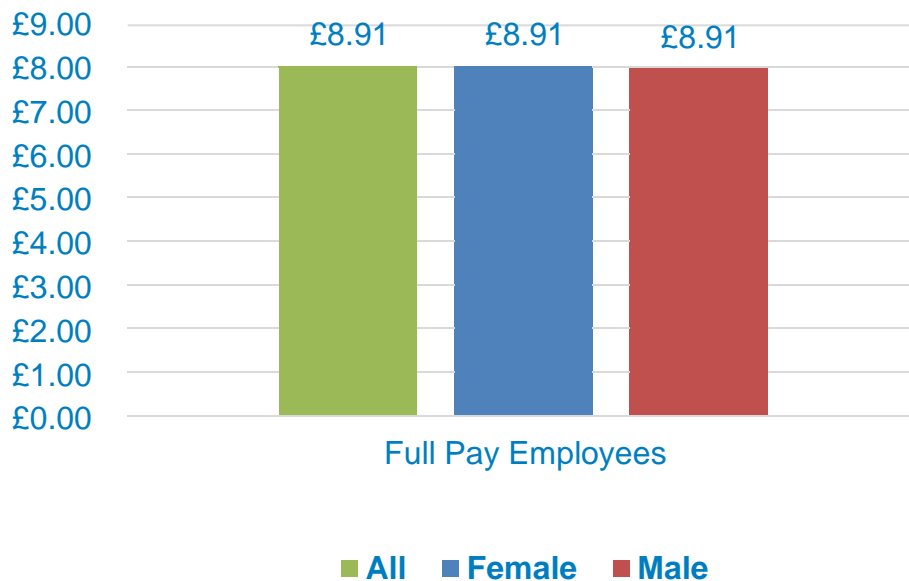
- An illustration of any gaps or risks that exist.
- Access to advice from our HR and Legal experts to support ongoing monitoring procedures and compliance.

Analysis Results

Mean Hourly Pay Differences

	Full Pay Employees
All	£8.91
Female	£8.91
Male	£8.91
Pay Gap	

Mean Hourly Pay

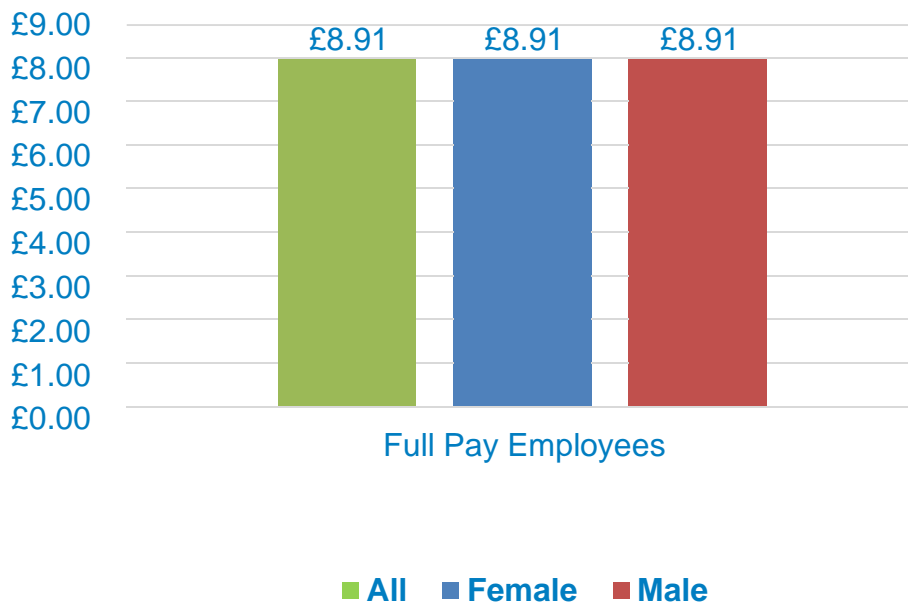


Analysis Results

Median Hourly Pay Differences

	Full Pay Employees
All	£8.91
Female	£8.91
Male	£8.91
Pay Gap	0%

Median Hourly Pay

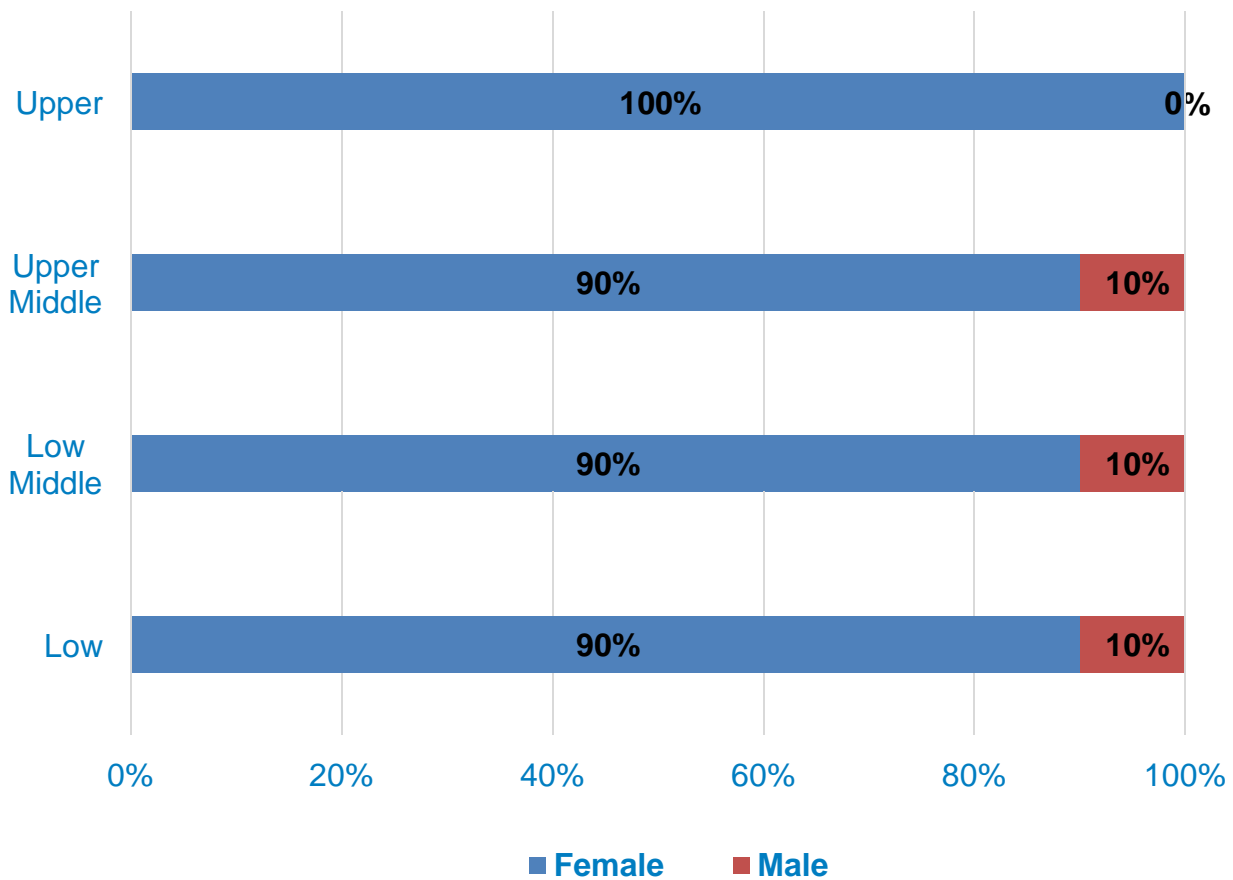


Analysis Results

Total distribution of male and female employees by hourly pay quartile

	Lower		Low Middle		Upper Middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Female	113	90.40%	114	90.48%	114	90.48%	4	100.00%
Male	12	9.60%	12	9.52%	12	9.52%	0	0.00%

Proportion of male and female employees according to the quartile pay bands



Analysis Results

Mean Bonus Differences

	Mean Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£0	0	0%
Male	£0	0	0%
Pay Gap	0%		

Median Bonus Differences

	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£0	0	0%
Male	£0	0	0%
Pay Gap	0%		

% of females that received a bonus

0.00



% of males that received a bonus

0



■ Received a bonus ■ Did not receive a bonus ■ Received a bonus ■ Did not receive a bonus

Conclusions

What do the results show?

To summarise, our analysis shows:-

- The **mean** hourly full pay gap is not in favour of the female workforce or male workforce and the **median** hourly full pay gap is **0%**.
- The **mean** bonus pay gap is **0%** and the **median** bonus pay gap is **0%**.
- **0% of all relevant males** and **0% of all relevant females** received a bonus payment in the twelve months preceding the snapshot date

