

Gender Pay Gap

	Mean	Median	Lower Quartile Lower Middle Quartile Upper Middle Quartile Upper Quartile				
Males	£13.22	£11.84	Min	£8.88	£11.03	£12.06	£15.17
Females	£13.72	£12.06	Max	£11.03	£12.06	£15.17	£37.91
Pay Gap	-£0.50	-£0.22	% Males	39.7	32.9	28.8	29.2
% Pay Gap	-3.8	-1.9	% Female:	60.3	67.1	71.2	70.8

Gender Bonus Gap

	Received Bonus	Mean	Median
% Males	0.0	£0.00	£0.00
% Females	0.0	£0.00	£0.00
% Bonus Gap	0.0	0.0	0.0

Written statement

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Gender Pay Gap Report for Second Step for 2021

This report shows that for a second year running, Second have a negative gender pay gap. This year it has increased to -1.9% from -1.2% in 2020. Females are well represented throughout the quartile pay brackets and the ratios are in line with our overall gender split. The female representation at senior level denoted by the Upper Quartile has increased to 70.8% from 64.5% in the year before. We have also seen an increase in female representation in the Upper Middle Quartile bracket.

We do not pay any bonus, commission or additional remuneration hence the zero values in the Gender Pay Gap report for this data.

We are very pleased with our Gender Pay Gap statistics and will look to main this positive position going forward.