

Gender Pay Gap

	Mean	Median	Lower Quartile Lower Middle Quartile Upper Middle Quartile Upper Quartile				
Males	£13.20	£11.94	Min	£8.69	£10.92	£11.94	£15.15
Females	£13.36	£11.94	Max	£10.92	£11.94	£15.15	£37.54
Pay Gap	-£0.16	£0.00	% Males	39.7	30.2	30.2	35.5
% Pay Gap	-1.2	0.0	% Female:	60.3	69.8	69.8	64.5

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 2020

This report shows that we have a negative gender pay gap of -1.20%. With an overall split of males to females of 33.5% males to 66.5%, we feel that females are well represented throughout the quartile pay brackets and in line with the overall gender split. Females are least represented in the lower quartile pay range with many females holding senior roles paid at the lower middle quartile range and above.

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

Overall, we are very pleased with our Gender Pay Gap statistics and will look to maintain this positive position going forward.