

Our April 2022 Gender Pay Gap Report

We are proud to be an equal opportunities employer. We are clear that the diversity of our workforce gives us strength as a business and enables us to deliver better services for our customers. We aim to be truly inclusive in everything we do, including everything we do to recruit, develop and retain talented people who are committed to delivering the best possible customer service in line with our values: Lead by example; Own it; Be the change; Better together.

This report sets out and explains our gender pay gap figures that we are legally required to publish each year, along with some additional information.

At the time of publishing this report (March 2023):

50% (3) of our Executive Team are women

38% (5) of our Board are women

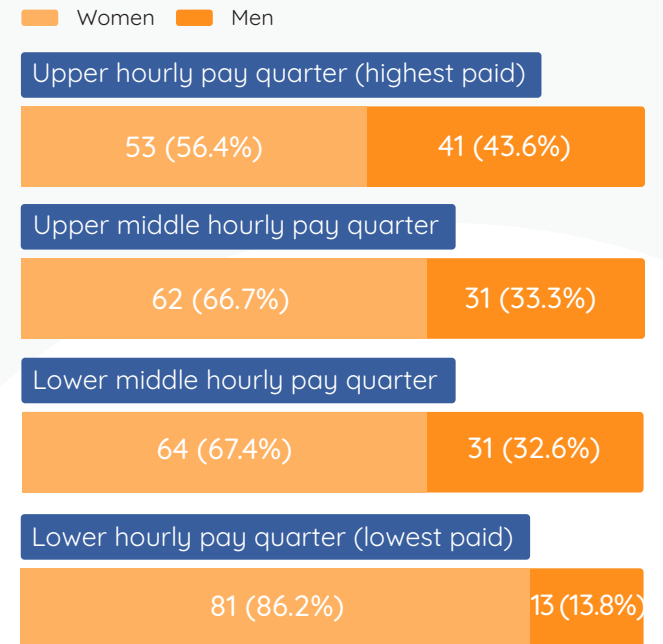
The report sets out our gender pay gap as at 5 April 2022. In future we will publish this annual report much earlier in the year, along with information about any relevant planned actions.

As at April 2022:



17% of our female employees work part time.
All 44 employees who work part time are women.

The number and percentage of women in each pay quarter:



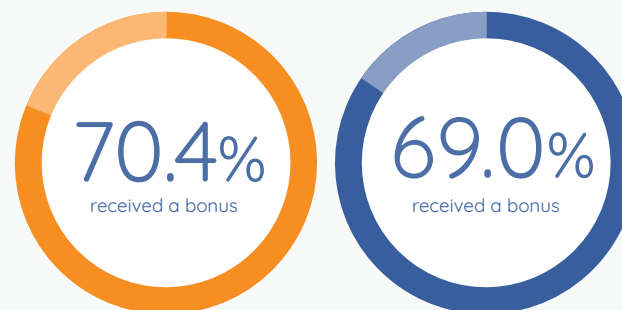
Women occupy 56.4% of the highest paid jobs and 86.2% of the lowest paid jobs (please see above). One of the factors that impacts on our gender pay gap figures is that a number of traditionally male-dominated lower paid roles which support our business, including repairs and maintenance workers, are employed by our contractors rather than being directly employed by us. If we directly employed more men in lower paid roles, our gender pay gap would be lower.

Gender pay gap

- Our median gender pay gap is 12.8%. This means that women's median hourly pay is 12.8% lower than men's. In other words, women earn 87p for every £1 that men earn when comparing median hourly pay.
- When comparing mean (average) hourly pay, women's mean hourly pay is 20.5% lower than men's.

Based on bonuses paid in the year to 5 April 2022:

Women Men



- 70.4% of our female employees and 69.0% of our male employees received a bonus.
- Our median gender bonus pay gap is 0%. This means that women's median bonus pay is the same as men's. In other words, women earn £1 for every £1 that men earn when comparing median bonus pay.
- When comparing mean (average) bonus pay, women's mean bonus pay is 27.3% lower than men's. One of the reasons for this is that, as at 5 April 2022, 44 (17%) of our female employees work part time and none of our male employees work part time.

We want to be a truly inclusive employer who people of all genders want to work for. Our long-established policies in relation to enhanced maternity / paternity / adoption leave, flexible working and shared parental leave support help to address barriers which disproportionately affect women.

We will continue to use the legal duty to annually calculate and publish our gender pay gap data as a valuable opportunity to consider what more we can do as an employer to support gender equality. In future we will publish this annual report much earlier in the year, along with information about any relevant planned actions.

I confirm that the information that we've published on the Government's gender pay gap website and in this report is accurate.

Carrie McKenzie
Executive Director People and Culture