



THE GENDER PAY GAP

The table below shows the amalgamated figures for the Gender Pay Gap that include both our employees and the temporary workers.

As they have contracts for services with CSS Recruitment & Training Limited we are obliged to amalgamate the figures for our own employees with those of these temporary workers. These are the numbers that we are legally obliged to report under the regulations and which appear on the Government portal.

Required Data	Results
Mean hourly pay difference between male and females	1.15% higher
Median hourly pay difference between males and females	0%
Mean difference between male and female bonus payments	0%
Median difference between male and female bonus payments	0%
Males receiving bonus payments	0%
Females receiving bonus payments	0%

The distribution of males and females between pay band quartiles calculated using the range of hourly pay rates

	Males	Females
Upper quartile pay band	54%	46%
Upper middle quartile pay band	52%	48%
Lower middle quartile pay band	51%	49%
Lower quartile pay band	58%	42%

For more information the Great Britain median pay gap between males and females as reported by the office for National Statics ("ONS") is 18.4% lower.