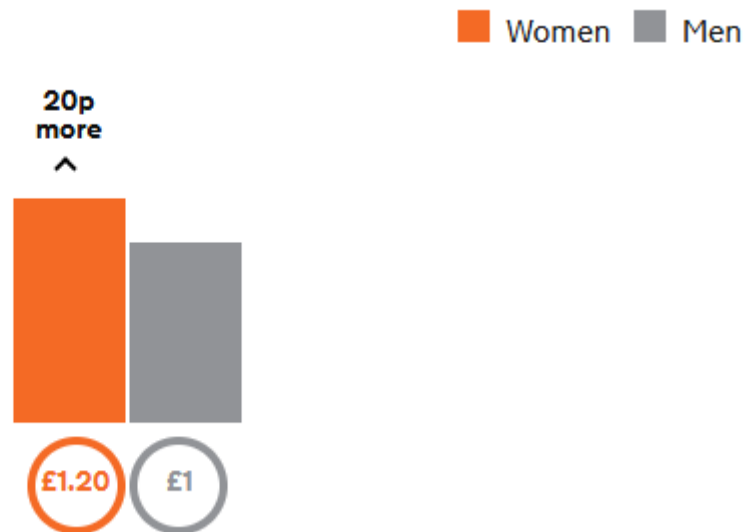


Registered address: 4 Greengate, Cardale Park, Harrogate, England, HG3 1GY
Nature of business (SIC): Other service activities
Snapshot date: 5 April 2023
Employee headcount: 500 to 999 employees
Person responsible: Ben Grahamslaw (HR Manager)

Hourly pay gap

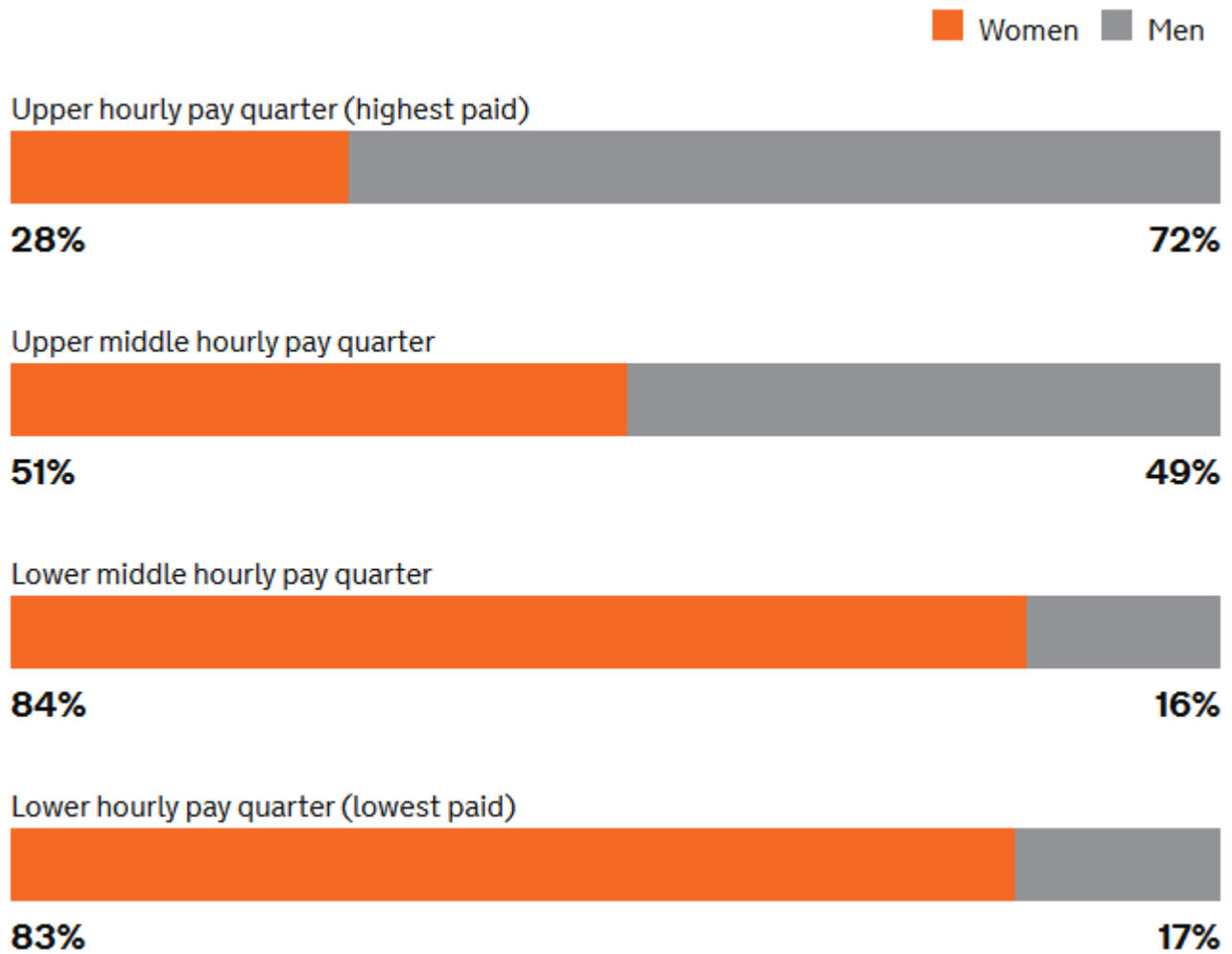
In this organisation, women earn £1.20 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 20% higher than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 25% higher than men's.

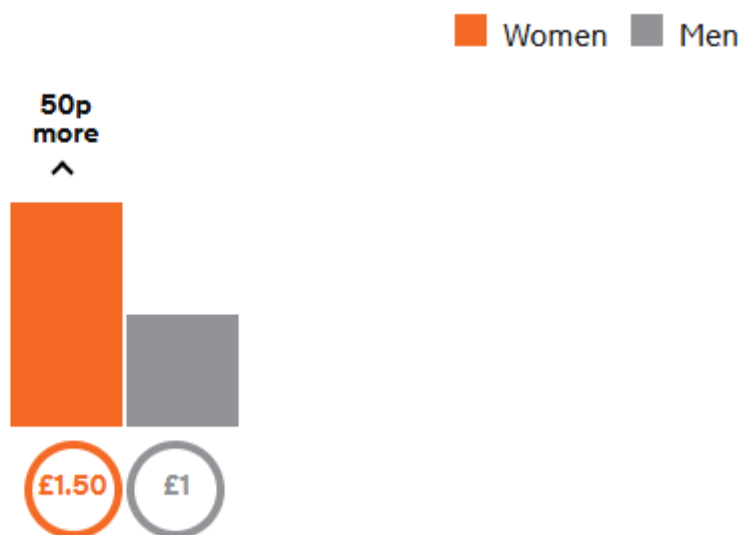
The percentage of women in each pay quarter

In this organisation, women occupy 28% of the highest paid jobs and 83% of the lowest paid jobs.



Bonus pay gap

In this organisation, women earn £1.50 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 50% higher than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 62% higher than men's.

Who received bonus pay

2.5% of women

9.2% of men