



GLOUCESTER SERVICES

Farmshop & Kitchen

Gloucestershire Gateway Limited Pay Gap Report 2022

The gender pay gap measures the difference in earnings of men and women, expressed as a percentage of men's pay. In accordance with legislation, these figures are based on a 'snapshot date' of 5th April 2022.

Our Results

Gender Pay Gap

Gender pay gap (hourly pay)	Mean	2.8%
	Median	0%

The mean hourly rate paid to men was 2.8% higher than that paid to women in April 2022. Although this represents a marginal increase from 2.4% in 2021, it remains significantly below the national average of 13.9%. As in 2021, we are once again able to report a median gender pay gap of zero.

Bonus Pay Gap

Gender pay gap (bonus pay)	Mean	92.5%
	Median	92.5%

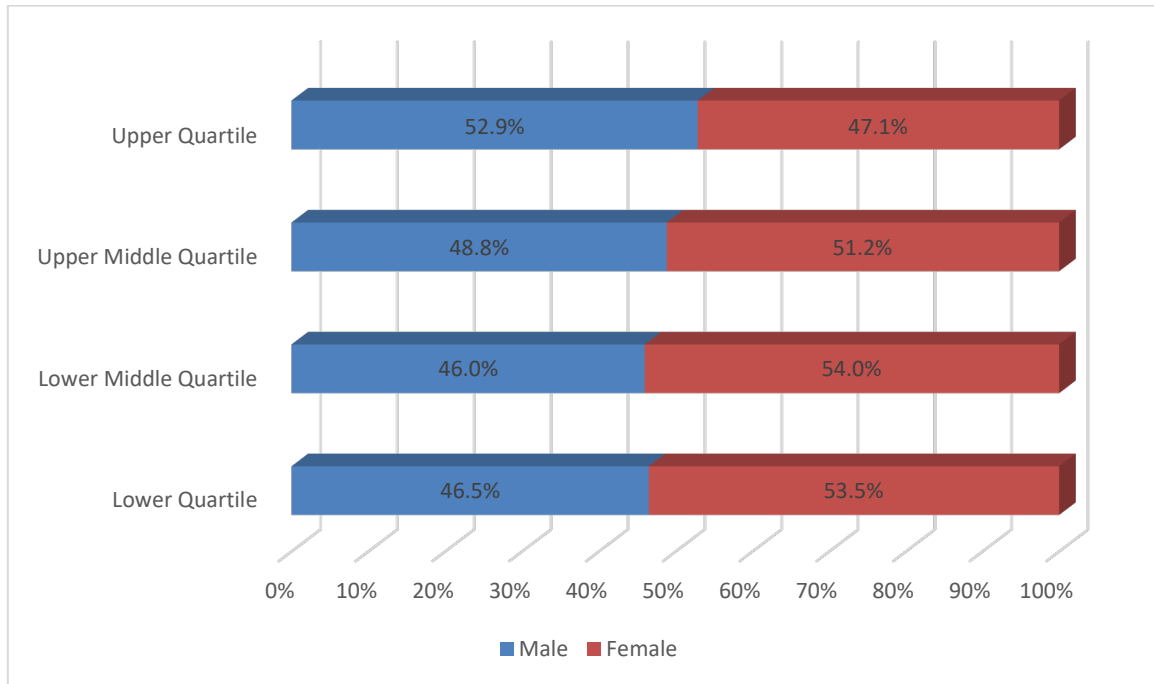
Percentage of male employees that received a bonus:	0.5%
Percentage of female employees that received a bonus:	0.5%

What's difference between the mean and median figures?

The **mean** gender pay gap is the difference between the average hourly rate of pay of men and women. The **median** gender pay gap is the difference between the midpoints in the ranges of hourly rates of pay for men and women, when ranked in ascending order.

Proportion of Men and Women in Each Pay Quartile

Gloucestershire Gateway Limited has a gender split of 51% female and 49% male across the company as a whole. However, there is a higher proportion of men in the upper quartile. This means that the higher paid positions are more likely to be occupied by men, resulting in a gender pay gap.



Summary

Our gender pay gap at Gloucestershire Gateway Limited remains low and reflects our commitment to reducing or eliminating the gender pay gap wherever possible. We are pleased to report a median gender pay gap of zero and a small mean gender pay gap that is significantly below the national average.

I can confirm that the data provided in this report is accurate.

Laurence King
Vice Chairman