

**LICENSED TRADE CHARITY  
GENDER PAY GAP REPORT 2018**

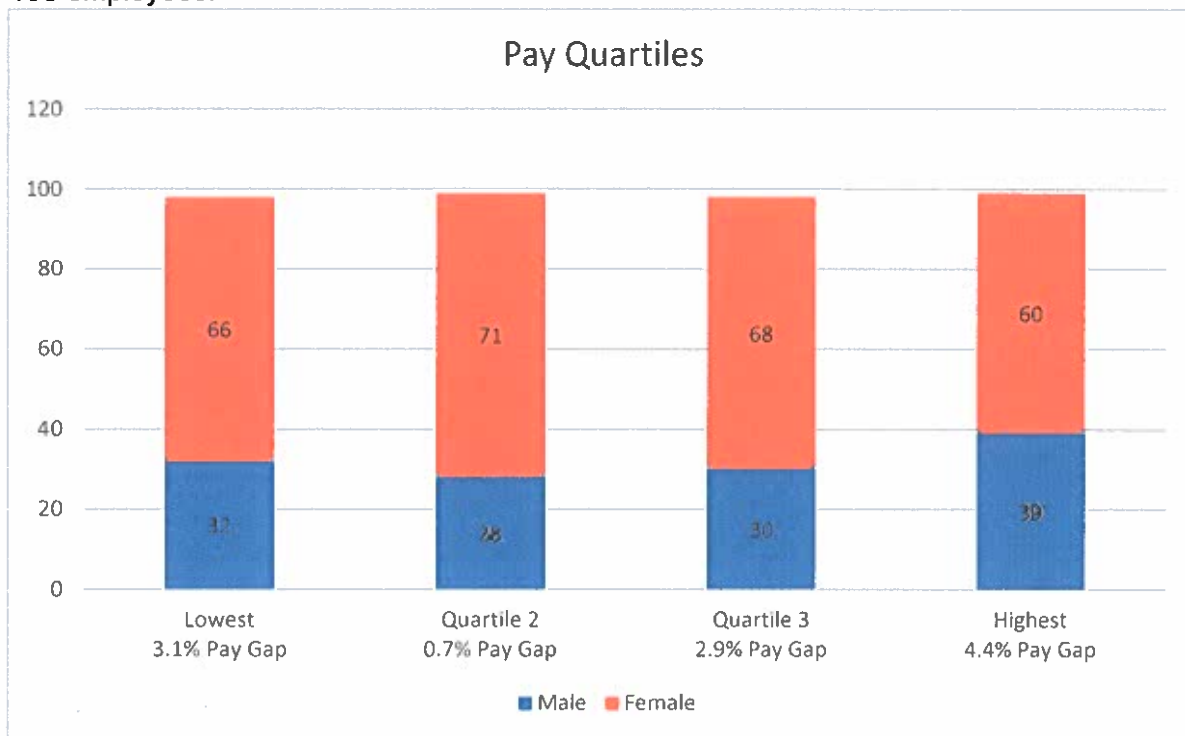
The Charity is committed to equality in the treatment of its staff and is working to reduce our gender pay gap.

The Charity does not make bonus payments. Therefore, the table below shows only the overall mean and median gender pay gap based on hourly rates of pay as at April 2018.

Pay Gap	Difference between men and women	
	Mean	Median
Hourly fixed pay	10.3%	9.6%

This is a reduction in the gap in the year of 7.6% for the mean difference between men and women and 8.7% for the median.

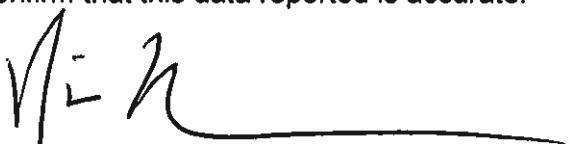
The chart below illustrates the gender distribution across the Charity, with each quartile containing just under 100 employees.



The Charity regularly monitors pay rates and is therefore confident that men and women are paid equally for doing similar jobs across the organisation.

The aim of the Charity is to continually reduce this pay gap over the coming years.

I confirm that this data reported is accurate.



James Brewster  
Chief Executive Office

December 2018