

**LICENSED TRADE CHARITY
GENDER PAY GAP REPORT 2019**

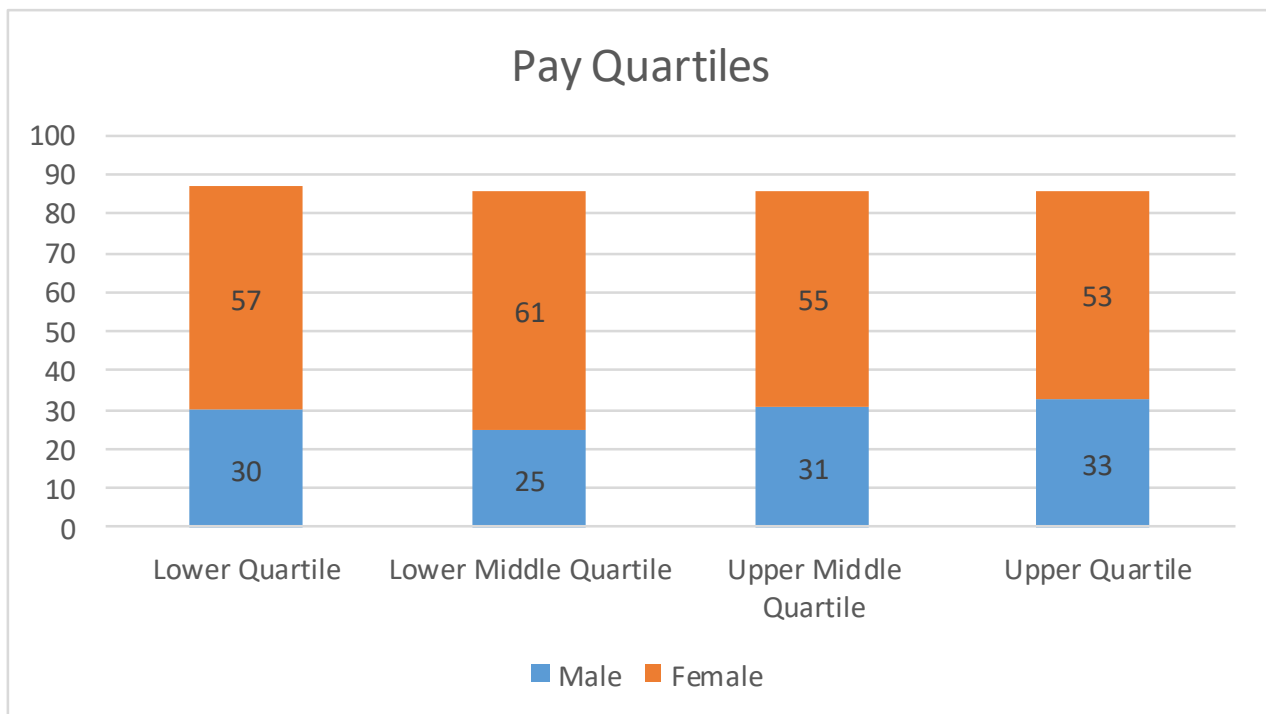
The Charity is committed to equality in the treatment of its staff. Pay rates are regularly monitored and the charity is therefore confident that men and women are paid equally for doing similar jobs across the organisation.

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 2019.

Pay Gap	Difference between men and women	
	Mean	Median
Hourly fixed pay	8.7%	9.5%

The gender pay gap has reduced in the year by 1.6% for the mean difference between men and women and 0.1% for the median.

The chart below illustrates the gender pay distribution across the Charity, with each quartile containing just under 90 employees.



I confirm that the calculations are accurate and have been compiled in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

James Brewster
Chief Executive Office

January 2019