

**LICENSED TRADE CHARITY
GENDER PAY GAP REPORT 2020**

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.

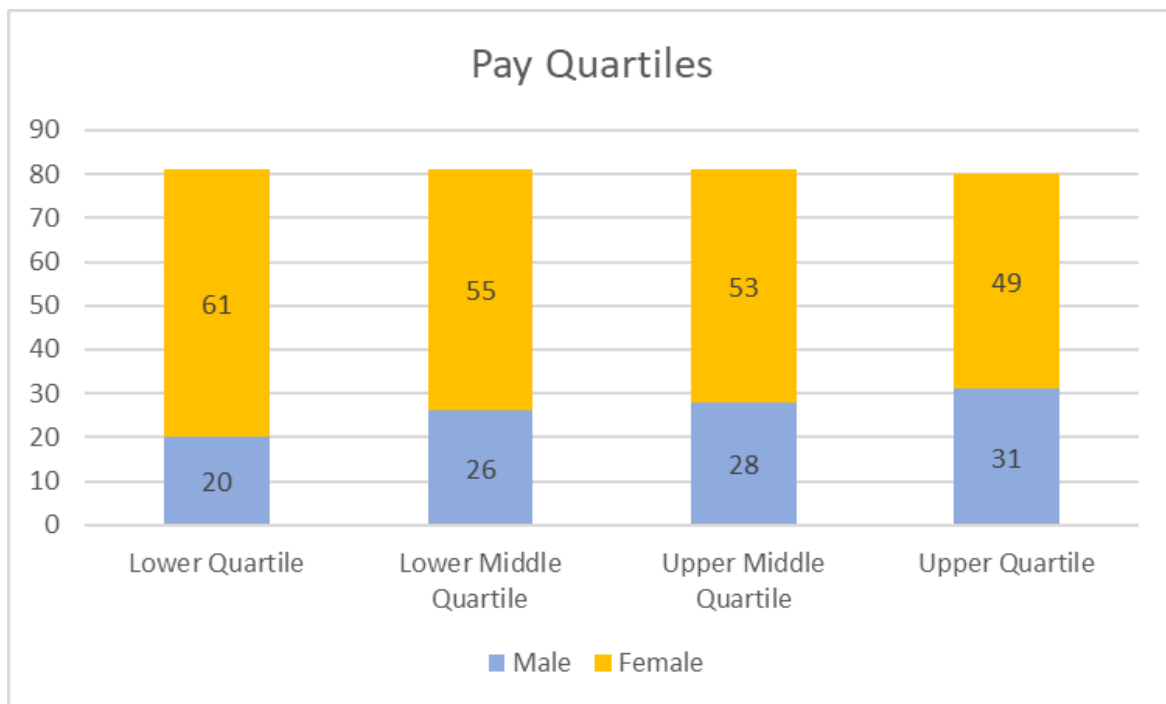
The Charity does not regularly make bonus payments. 5 bonus payments were made in the year and all were to female employees and therefore no gap calculation can be made.

Therefore, the table below shows only the overall mean and median gender pay gap based on hourly rates of pay as at April 2020.

Pay Gap	Difference between men and women	
	Mean	Median
Hourly fixed pay	11.0%	14.6%

The gender pay gap has increased in the year by 2.3% for the mean difference between men and women and 5.1% for the median. The increase in the gap over the previous year is due to a reduction in the number of men in roles within the lower quartile including cleaning staff and invigilation staff.

The chart below illustrates the gender pay distribution across the Charity, with each quartile containing 80 – 81 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

March 2021