

## LICENSED TRADE CHARITY

### GENDER PAY GAP REPORT 2023

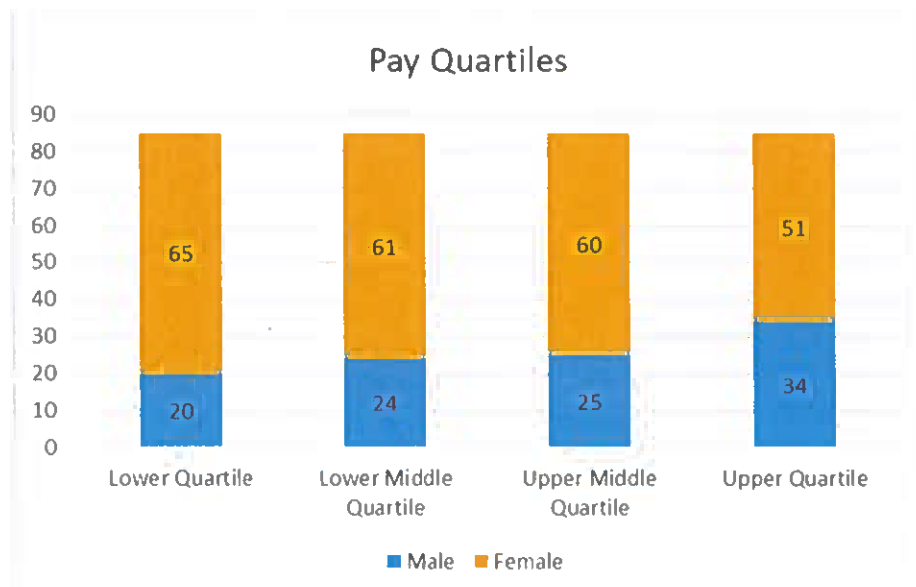
The Charity is committed to equality in the treatment of its staff. Pay rates are regularly monitored and the Charity is therefore confident that men and women are paid equally for doing similar jobs across the organisation.

The Charity did not make any bonus payments during the year.

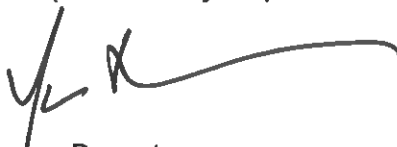
Therefore, the table below shows only the overall mean and median gender pay gap based on hourly rates of pay as at April 2023.

Pay Gap	Difference between men and women	
	Mean	Median
Hourly fixed pay	16.2%	16.5%

The chart below illustrates the gender pay distribution across the Charity, with each quartile containing 85 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

February 2024