

LICENSED TRADE CHARITY
GENDER PAY GAP REPORT 2024

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.

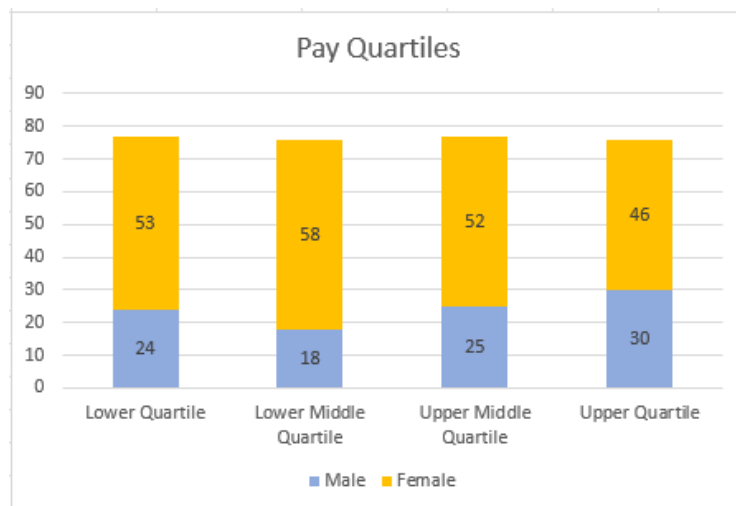
The Charity does not regularly make bonus payments. 7 bonus payments were made in the year, 2 to males and 5 to females. The mean bonus paid to males was 56% higher than to females. The highest bonus paid in the year to a female employee was of the same value as that of the highest bonus paid to a male employee.

Therefore, the table below shows only the overall mean and median gender pay gap based on hourly rates of pay as at April 2024.

| Pay Gap | Difference between men and women | |
|-------------------------|----------------------------------|--------------|
| | Mean | Median |
| Hourly fixed pay | 13.5% | 13.5% |

The gender pay gap has reduced by 2.7% for the mean difference between men and women and 3% for the median.

The chart below illustrates the gender pay distribution across the Charity, with each quartile containing 76 or 77 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.



Chris Welham
Chief Executive Officer

March 2024