

Gender Pay Gap

Our Gender Pay Gap report has been compiled using the calculations prescribed by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. I confirm that these calculations have been checked and the information provided in the report is accurate.

We systematically have reviewed and updated our people policies and practices, in relation to pay, reward and recognition, discrimination, inclusion, talent management and people development to ensure that there is no disadvantage to any of our colleagues irrespective of their provision, criterion or practice (PCP).


The Median Gender Pay Gap is negligible at 0.4% which reflects our standard hourly pay rates across all grades irrespective of gender. The other gender pay gap statistics in the report can be explained by the fact that the majority of higher paid senior management in the upper quartile are male.

This profile exists because we recruit the best people for our business at all levels without reference to gender and their remuneration is reflective of their role in the organisation.

We will continue to pay the rates that we feel are reasonable for each role, taking industry standards into consideration. We are committed to recruiting the best people for our business irrespective of their gender, provision, criterion or practice and at present see no requirement for a gender pay based action plan.

Further details on our approach to equal opportunities, and fair treatment in our workplace is available from the HR Department.

Yours sincerely



John Callachan
Managing Director