

Our Gender Pay Gap Data

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are pleased to publish our annual gender pay gap report.

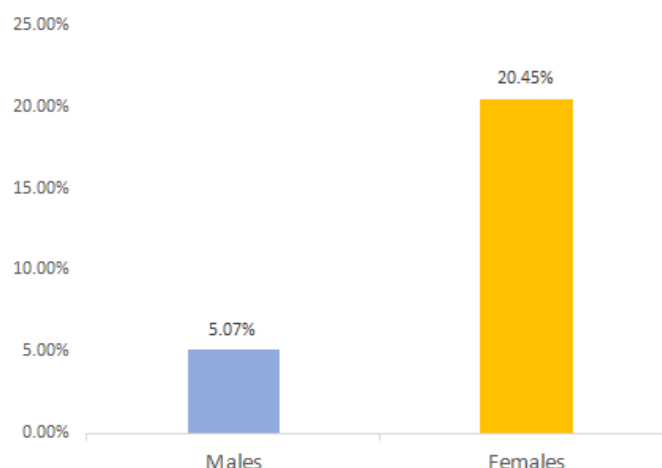
We collected our data on 5 April 2018, when our workforce consisted of 132 women and 138 men. The figures show that Old Thorns has a mean gender pay gap of -1.83% and a median gender pay gap of -5.11%.

	Women's Earnings are:
Mean Gender Pay Gap in hourly pay	-1.83% lower
Median Gender Pay Gap in hourly Pay	-5.11% lower
Difference in mean bonus payments	61.72% lower
Difference in median bonus payments	94.72% lower

Proportion of Males and Females in each Quartile Band




Proportion of Males and Females Receiving a Bonus Payment



Declaration

I confirm that the calculations are accurate and meet the requirements of the legislation.



Cathal Lynch
Managing Director